A3940-1.1

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

EASTERN REGION (ECPO)

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Franklin Pierce College
Husson College
Iona College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1993 through February 10, 1992) and cumulatively (September 1, 1992, through February 10, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	216	$26167	$27905	*	*	*	41	740	$26134	$27151	$31000	$26500	$21000
BUSINESS ADMIN (INCL MGMT	7	62	30957	24497	*	*	*	15	199	26607	23231	*	*	*
DISTRIBUTION MANAGEMENT	+	+	+	+				+	7	+	28271			
ECONOM & FINANCE (BANKING	1	38	21000	24590	*	*	*	6	131	25333	25043	*	*	*
HOTEL/RESTAURANT MGMT.	+	2	+	20892				+	14	+	20147			
HUMAN RSRCS (incl LABOR R	+	3	+	39000				+	11	+	26617			
MANAGEMENT INFO SYSTEMS	3	12	26000	28208	*	*	*	3	72	26000	28631	*	*	*
MARKETING/MARK MGMT (RESR	1	42	18200	25532	*	*	*	17	198	22571	24357	*	*	*
REAL ESTATE	+	1	+	16600				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26333				+	14	+	23129			
COMMUNICATIONS	1	10	28000	22628	*	*	*	6	42	23583	22004	*	*	*
JOURNALISM	1	3	19800	18267	*	*	*	1	8	19800	18538	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	23250				+	7	+	23429			
EDUCATION														
ELEMENTARY EDUCATION	+	26	+	19256				10	117	22568	20746	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	21341				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	18500				+	9	+	22145			
SPECIAL EDUCATION	+	9	+	22802				+	19	+	22177			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	13000				+	14	+	19584			
TEXTILES & CLOTHING	+	+	+	+				+	2	+	17033			
MERCHANDISING MANAGEMENT	+	2	+	18000				+	5	+	19400			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	3	+	21822			
LETTERS (incl English, Li	+	5	+	20960				+	24	+	20222			
VISUAL & PERFORMING ARTS	+	5	+	21420				2	20	21000	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	8	+	22101			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	24467				+	10	+	22570			
HISTORY	+	4	+	22213				+	15	+	21334			
POLITICAL SCIENCE/GOVT	+	10	+	23236				+	19	+	23122			
PSYCHOLOGY	+	6	+	25917				3	24	27333	21404	*	*	*
SOCIOLOGY	+	2	+	21042				+	12	+	18990			
SOCIAL SCIENCES-OTHER	+	10	+	20926				4	32	21700	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	34400				2	14	30600	31990	*	*	*
AGRICULTURAL	+	+	+	+				+	4	+	33400			
ARCHITECTURAL	+	+	+	+				+	2	+	25000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	23500			
CHEMICAL	3	56	41169	40400	*	*	*	5	151	41083	39522	*	*	*
CIVIL	+	21	+	29762				+	135	+	29188			
COMPUTER	1	31	35500	31934	*	*	*	5	81	35672	32911	*	*	*
ELECTRICAL/ELECTRONIC	+	61	+	33977				8	290	35438	33938	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL	+	35	+	$31865				2	85	$33000	33041	*	*	*
MECHANICAL	2	78	$35300	34241	*	*	*	9	293	35480	34256	*	*	*
METALLURGICAL	+	5	+	34193				+	20	+	34221			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	11	+	32735			
NUCLEAR	+	+	+	+				1	2	33000	34000	*	*	*
PETROLEUM	+	+	+	+				+	12	+	39183			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	1	+	36000				+	14	+	31071			
INDUSTRIAL TECHNOLOGY	+	1	+	28000				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	19500				+	6	+	21599			
ANIMAL SCIENCES	+	4	+	24025				+	9	+	21966			
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	+	1	+	18000				+	3	+	22000			
OTHER AGRICULTURAL SCIENC	+	5	+	18700				+	9	+	20889			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	57	30000	30305	*	*	*	9	122	34061	30772	*	*	*
COMPUTER PROGRAMMING	+	2	+	27750				+	4	+	27790			
INFORMATION SCIENCES & SY	1	8	34500	30175	*	*	*	5	43	26700	28231	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29185				+	7	+	28855			
HEALTH SCIENCES	+	3	+	16600				+	9	+	18997			
NURSING	+	3	+	25447				3	11	35333	30895	*	*	*
PHARMACY	+	5	+	45400				+	32	+	44004			
SCIENCES														
ACTUARIAL	+	+	+	+				+	1	+	36000			
ARCHITECTURAL & ENVIRONME	+	1	+	33280				+	5	+	22296			
BIOLOGICAL	+	5	+	21320				+	12	+	23649			
CHEMISTRY	+	2	+	26250				1	11	35000	29785	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	28000				+	4	+	26240			
MATHEMATICS	+	12	+	25630				3	29	27000	23053	*	*	*
PHYSICS	+	2	+	22500				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	3	+	22333				+	4	+	21561			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	31	895						161	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	5	169	$26500	$28579	*	*	*	20	542	$26725	$27839	$33500	$25750	$22000
ACCOUNTING (PRIVATE)	3	46	24333	25231	*	*	*	15	173	25133	25346	*	*	*
COMMERCIAL BANKING (CNSMR	+	12	+	21750				1	26	24000	21515	*	*	*
COMMERCIAL BANKING (LENDG	+	1	+	20200				1	13	20000	24160	*	*	*
INVESTMT BANKING (CORP FN	1	1	21000	21000	*	*	*	1	3	21000	27667	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	36500			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	6	29000	20150	*	*	*
INVESTMT BANKG (SALES & T	+	2	+	30000				+	4	+	24500			
FINANCIAL/TREASURY ANALYS	4	12	29375	26842	*	*	*	8	54	28688	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				2	11	26000	23817	*	*	*
UNDERWRITING	+	4	+	23128				+	17	+	22176			
INSURANCE - CLAIMS	+	6	+	21667				+	16	+	22208			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	31000				3	18	20667	25740	*	*	*
MEDIA PLANNING	1	1	19800	19800	*	*	*	2	5	19900	20060	*	*	*
REPORTING	+	1	+	12480				+	4	+	18870			
PRODUCTION	1	2	28000	22250	*	*	*	3	8	22667	23363	*	*	*
PUBLIC RELATIONS	+	1	+	18000				1	11	25000	21235	*	*	*
WRITING / EDITING	+	1	+	18500				2	3	26650	23933	*	*	*
MARKETING														
ADVERTISING	+	2	+	26125				+	12	+	22546			
BRAND/PRODUCT MANAGEMENT	1	8	18200	23330	*	*	*	1	31	18200	24861	*	*	*
BUYER/MERCHANDISING	+	5	+	25900				1	34	30000	24575	*	*	*
DISTRIBUTION	+	1	+	24000				1	8	26000	29312	*	*	*
MARKET RESEARCH	+	+	+	+				2	19	21500	24100	*	*	*
PURCHASING	+	1	+	21000				+	2	+	17700			
SALES	+	41	+	25629				8	173	22050	24529	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	24000				1	4	21000	20047	*	*	*
FINANC,TAXA, MONETARY POL	+	2	+	17076				+	22	+	23334			
ECONOMIC PROGRAMS	+	2	+	18453				+	2	+	18453			
LAW ENFORCEMENT	+	4	+	25350				+	13	+	22981			
MILITARY	+	5	+	23178				1	13	28476	25336	*	*	*
NATIONAL SECURITY	+	+	+	+				+	2	+	28800			
URBAN / REGIONAL PLANNING	+	3	+	26667				+	7	+	23414			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	1	+	33000			
DESIGN / CONSTRUCT	1	26	38600	31612	*	*	*	1	179	38600	30343	*	*	*
ENVIRONMENTAL/SANITATION	+	6	+	28747				+	32	+	31599			
MANUFACTURING/INDUSTRIAL	+	41	+	33385				+	163	+	34728			
SYSTEMS / PROGRAMMING	2	17	35000	32214	*	*	*	3	33	36000	32200	*	*	*
POWER SYSTEMS	+	16	+	34854				+	45	+	34604			
SOFTWARE DESIGN & DEVELOP	+	10	+	32968				2	49	34250	32894	*	*	*
HARDWARE DESIGN & DEVELOP	+	11	+	35591				+	45	+	35390			

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	6	+	$38817				1	31	$35000	$37405	*	*	*
TESTING	+	10	+	32556				1	27	31200	31890	*	*	*
PROCESS ENGINEERING	1	38	$41500	40598	*	*	*	1	104	41500	38942	*	*	*
PROJECT ENGINEERING	1	25	26000	35772	*	*	*	3	131	35300	35127	*	*	*
OTHER ENGINEERING	3	41	38003	35368	*	*	*	23	207	35722	33831	$40000	$35500	$32000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	24260				3	7	20667	25803	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	2	+	26450				+	4	+	29537			
NURSES / PERSONAL CARE	+	3	+	25447				3	13	35333	29295	*	*	*
OCCUPATIONAL THERAPY	+	1	+	32840				+	1	+	32840			
PHARMACIST	+	5	+	45400				+	32	+	44004			
PHYSICAL THERAPY	+	1	+	31000				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	5	+	24800				1	20	21500	21654	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	19253				1	14	25000	19435	*	*	*
COUNSELING	+	4	+	22500				3	13	24667	21077	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	3	18500	16917	*	*	*
SOCIAL WORK	+	4	+	20521				1	15	18500	20735	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	1	41	30000	29102	*	*	*	3	99	27667	28845	*	*	*
INFORMATION SYSTEMS	1	32	25000	29591	*	*	*	3	82	25667	28793	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	16	29100	32701	*	*	*	4	52	33062	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				+	3	+	27673			
AGRICULTURE/NAT'L RESOURC	+	8	+	18188				+	21	+	22085			
ARCHITECTURE	+	3	+	23593				+	5	+	23156			
CONSULTING	3	49	32667	31632	*	*	*	4	82	33000	31162	*	*	*
HUMAN RESRCS /INDUS RELS	+	2	+	29150				1	17	23000	24582	*	*	*
MANAGEMENT TRAINEE	+	62	+	23378				9	218	24611	23274	*	*	*
MATH/STATISTICIANS	+	3	+	27999				1	4	27000	27750	*	*	*
PARALEGAL	+	1	+	25000				+	5	+	19800			
RESEARCHERS NON-TECHNICAL	+	+	+	+				2	2	37000	37000	*	*	*
RESEARCHERS - TECHNICAL	+	+	+	+				+	1	+	24000			
TEACHING	+	58	+	20221				11	224	24289	20786	*	*	*
TOTALS	31	895						161	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	11	+	$30898				+	36	+	$29694			
MBA--NON-TECH	+	19	+	35868				1	74	$39500	33701	*	*	*
MBA--TECH	1	3	$36000	41253	*	*	*	1	5	36000	35892	*	*	*
MS-BUSINESS	1	2	31000	33000	*	*	*	1	4	31000	30875	*	*	*
ECONOMICS & FINANCE (BANK	+	+	+	+				+	1	+	36000			
HUMAN RESOURCES (INCL LAB	+	1	+	41000				+	3	+	29333			
MANAGEMENT INFORMATION SY	+	8	+	34850				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	2	+	24498				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	1	+	21800			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	25500				+	5	+	26081			
ELEMENTARY EDUCATION	+	+	+	+				+	5	+	30658			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	18500				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	30000				+	4	+	28427			
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	51500				+	4	+	39950			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	38500				+	2	+	38500			
AGRICULTURAL	+	+	+	+				+	1	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	7	+	41954				+	11	+	40649			
CIVIL	+	1	+	32700				1	23	32400	32790	*	*	*
COMPUTER	+	2	+	37002				+	9	+	39656			
ELECTRICAL/ELECTRONIC	+	10	+	37996				2	59	42500	39821	*	*	*
INDUSTRIAL	+	2	+	39400				+	10	+	40680			
MECHANICAL	+	8	+	40625				1	26	48000	40597	*	*	*
METALLURGICAL	+	+	+	+				+	1	+	36000			

continued

ECPO REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$36000				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	25000				+	4	+	30266			
NURSING	+	1	+	35000				+	1	+	35000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	2	+	28500			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	38311				6	22	$39717	38311	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	2	$30000	29500	*	*	*	1	4	30000	34125	*	*	*
MATHEMATICS (INCL ACTUARI	+	2	+	27788				+	2	+	27788			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	3	99						14	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	5	+	$35600				+	18	+	$31500			
MBA--TECH	+	1	+	28500				+	1	+	28500			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	4	+	55000				+	17	+	43353			
MBA--TECH	+	5	+	46800				+	5	+	46800			
OVER 4 YEARS														
MBA--NON-TECH	+	1	+	37328				+	23	+	43175			
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	+	16						+	64					

1 Years of previous full-time, nonmilitary employment
* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	$52500				1	7	$30000	$48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	1	5	$25000	52189	*	*	*	1	13	25000	52919	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				1	3	34000	43667	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	9	+	50102			
METALLURGICAL	+	1	+	50000				+	4	+	48435			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	1	+	38000				+	1	+	38000			
CHEMISTRY	+	1	+	30000				+	1	+	30000			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	1	+	51900				1	2	54000	52950	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	13						4	41					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26452 21 34500/22000			27000 3	27000 3				
BUSINESS ADMIN (INCL MGMT	23000 1			20000 1				30000 1	
ECONOM & FINANCE (BANKING					25000 2				
MANAGEMENT INFO SYSTEMS		25000 1							
MARKETING/MARK MGMT (RESR		23000 2		26000 1		19000 2			
COMMUNICATIONS		20000 1							
JOURNALISM		19800 1							
PSYCHOLOGY		20000 1							
SOCIAL SCIENCES-OTHER						27300 1			
CHEMICAL									41900 1
ELECTRICAL/ELECTRONIC								32000 1	
INDUSTRIAL									31000 1
MECHANICAL									38000 1
COMPUTER SCIENCE				30000 1					
INFORMATION SCIENCES & SY					29000 1		24000 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	22000	1			27000	1	17500	1			25000	1					23000	1
BUSINESS ADMIN (INCL MGMT	30000	4					28000	1			23800	3						
ECONOM & FINANCE (BANKING	25667	3															25000	1
MANAGEMENT INFO SYSTEMS																	26000	1
MARKETING/MARK MGMT (RESR	25000	1									25000	4	18000	1				
COMMUNICATIONS																	28000	1
ELEMENTARY EDUCATION	23500	1																
INDUSTRIAL	35000	1																
COMPUTER SCIENCE	33333	3											30000	1				
INFORMATION SCIENCES & SY																	23000	1

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						30000 1			20000 1
MARKETING/MARK MGMT (RESR			24000 2						
COMMUNICATIONS					25000 2				
ELEMENTARY EDUCATION					22464 9				
PSYCHOLOGY					32000 1				
SOCIAL SCIENCES-OTHER					19000 1			19000 1	21500 1
MECHANICAL						28476 1			
NUCLEAR						33000 1			
INFORMATION SCIENCES & SY									23000 1
NURSING								37500 2	31000 1
MATHEMATICS					33000 1		21000 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				21000 1					30000 1
BUSINESS ADMIN (INCL MGMT									33350 2
MARKETING/MARK MGMT (RESR			18500 1						
COMMUNICATIONS			18500 1						
PSYCHOLOGY			30000 1						
AEROSPACE & AERONAUTICAL					30600 2				
CHEMICAL									40879 4
COMPUTER					37600 1				
MECHANICAL							38600 1		37900 1
COMPUTER SCIENCE					37024 2				
CHEMISTRY									35000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL		PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	19000	1	29500	2	34000	1							
BUSINESS ADMIN (INCL MGMT										20000	1		
MANAGEMENT INFO SYSTEMS	27000	1											
COMMUNICATIONS			25000	1									
COMPUTER	34980	2	35400	2									
ELECTRICAL/ELECTRONIC			35929	7									
MECHANICAL	40000	1								38400	1		
COMPUTER SCIENCE			36500	1									
INFORMATION SCIENCES & SY	34500	1											

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							26500 1
BUSINESS ADMIN (INCL MGMT	20000 1						
MARKETING/MARK MGMT (RESR						26000 1	19100 2
VISUAL & PERFORMING ARTS					21000 2		
MECHANICAL							32647 3
COMPUTER SCIENCE							36000 1
MATHEMATICS							27000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26295 22 34500/22000	21800 6		25400 5	26200 5	21767 3		30000 1	
BACHELOR - TECHNICAL				30000 1	29000 1		24000 1	32000 1	36967 3

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26750 10		27000 1	22750 2		24550 8	18000 1		25500 4
BACHELOR - TECHNICAL	33750 4						30000 1		23000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			24000 2		23321 13	30000 1		19000 1	20750 2
BACHELOR - TECHNICAL					33000 1	30738 2	21000 1	37500 2	27000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			22333 3	21000 1					32233 3
BACHELOR - TECHNICAL					34570 5		38600 1		39403 6

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	23000 2	28000 3	34000 1				20000 1		
BACHELOR - TECHNICAL	36115 4	35880 10					38400 1		

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20000 1				21000 2	26000 1	
BACHELOR - TECHNICAL							

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH							39500 1		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH	36000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26725 20 34500/22000	25000 12	24000 1						30667 3
BUSINESS ADMIN (INCL MGMT				20000 1					29167 3
ECONOM & FINANCE (BANKING		27000 2			21000 1				25000 1
MARKETING/MARK MGMT (RESR									25000 1
INFORMATION SCIENCES & SY		23000 1					29000 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT							20000 1		
ECONOM & FINANCE (BANKING	26000 2								
MARKETING/MARK MGMT (RESR					20000 1				26000 1
COMMUNICATIONS				20000 1			28000 1	25000 1	
JOURNALISM					19800 1				
VISUAL & PERFORMING ARTS				21000 2					
PSYCHOLOGY							20000 1		
SOCIAL SCIENCES-OTHER									27300 1

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							25000 1		
BUSINESS ADMIN (INCL MGMT					23000 1		23800 3		
MARKETING/MARK MGMT (RESR		18200 1	30000 1	26000 1	20000 1		20000 4		
MATHEMATICS								21000 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MECHANICAL			28476 1				38600 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS								26000 1	
AEROSPACE & AERONAUTICAL						31200 1			30000 1
CHEMICAL							41500 1	41900 1	40672 3
COMPUTER	35500 1								35715 4
ELECTRICAL/ELECTRONIC	38000 1		32000 1						35583 6
INDUSTRIAL									33000 2
MECHANICAL								38000 1	35707 6
NUCLEAR									33000 1
COMPUTER SCIENCE			36500 1						
INFORMATION SCIENCES & SY	34500 1								
CHEMISTRY					35000 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE		INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO		OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R	
ACCOUNTING	20000	1										
SOCIAL SCIENCES-OTHER	19000	1									21500	1
INFORMATION SCIENCES & SY	23000	1										
NURSING					35333	3						

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					23000 1				
BUSINESS ADMIN (INCL MGMT							31200 1		
MANAGEMENT INFO SYSTEMS						25000 1	27000 1		
MARKETING/MARK MGMT (RESR			18500 1						
COMMUNICATIONS	25000 1	25000 1		18500 1					
PSYCHOLOGY		30000 1							
SOCIAL SCIENCES-OTHER		19000 1							
COMPUTER SCIENCE					30000 2	28000 1	37024 2		
INFORMATION SCIENCES & SY						24000 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				26500 2					
BUSINESS ADMIN (INCL MGMT		32667 3	23000 1	25000 1					
MARKETING/MARK MGMT (RESR				24000 5					
ELEMENTARY EDUCATION				23500 1					22464 9
PSYCHOLOGY									32000 1
COMPUTER SCIENCE		34000 1					37000 2		
MATHEMATICS					27000 1				33000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26725 20 34500/22000	25286 14	24000 1	20000 1	21000 1				28688 8
BACHELOR - TECHNICAL		23000 1					29000 1		

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26000 2			20667 3	19900 2		22667 3	25000 1	26650 2
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		18200 1	30000 1	26000 1	21500 2		22050 8		
BACHELOR - TECHNICAL								21000 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			28476 1				38600 1		

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								26000 1	
BACHELOR - TECHNICAL	36000 3		34250 2		35000 1	31200 1	41500 1	39950 2	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19500 2								
BACHELOR - TECHNICAL	23000 1			35333 3					

AVERAGE SALARY OFFERS FEBRUARY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/RA	
BACHELOR - NON TECHNICAL	25000	1	24667	3	18500	1	18500	1	23000	1	25000	1	29100	2				
BACHELOR - TECHNICAL									30000	2	26000	2	37024	2				

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL			32667	3	23000	1	24611	9									23410	10
BACHELOR - TECHNICAL			34000	1					27000	1			37000	2			33000	1

A3540-1.1

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March1993

EASTERN REGION (ECPO)

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
University-of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Franklin Pierce College
Husson College
Iona College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993 through March 10, 1993) and cumulatively (September 1, 1992, through March 10, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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ECPO REGIONAL Report No. 2 MARCH 1993

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	75	394	$28657	$28777	$33000	$28000	$23500	116	1134	$27765	$27716	$33000	$27250	$22500
BUSINESS ADMINISTRATION	9	76	32411	26755	*	*	*	24	275	28783	24205	33500	30600	23000
DISTRIBUTION MANAGEMENT	1	3	22000	25500	*	*	*	1	10	22000	27440	*	*	*
ECONOMICS & FINANCE	16	124	29000	28359	*	*	*	22	255	28000	26656	34000	27500	22000
HOTEL/RESTAURANT MGMT.	+	4	+	27625				+	18	+	21809			
HUMAN RESOURCES (incl. LA	+	6	+	25000				+	17	+	26047			
MANAGEMENT INFO SYSTEMS	+	30	+	30794				3	102	26000	29267	*	*	*
MARKETING/MARKETING MANAG	3	76	23000	24501	*	*	*	20	274	22635	24397	26000	23000	18000
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	2	3	21000	26667	*	*	*	2	17	21000	23753	*	*	*
COMMUNICATIONS	3	26	18167	21900	*	*	*	9	68	21778	21964	*	*	*
JOURNALISM	+	11	+	17287				1	19	19800	17814	*	*	*
TELECOMMUNICATIONS/BROADC	+	+	+	+				+	7	+	23429			
EDUCATION														
ELEMENTARY EDUCATION	+	12	+	17386				10	129	22568	20434	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	21200				+	12	+	21908			
SPECIAL EDUCATION	+	3	+	16410				+	22	+	21390			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	3	+	23500				+	5	+	20913			
MERCHANDISING MANAGEMENT	+	1	+	24000				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	27000				+	4	+	23117			
LETTERS (incl. English)	2	10	20500	19885	*	*	*	2	34	20500	20123	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	19150				2	22	21000	20429	*	*	*
HUMANITIES - OTHER	+	2	+	21900				+	10	+	22060			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	25500				+	11	+	22836			
HISTORY	3	6	33500	24167	*	*	*	3	21	33500	22143	*	*	*
POLITICAL SCIENCE/GOVT	4	9	22700	21756	*	*	*	4	28	22700	22683	*	*	*
PSYCHOLOGY	5	17	19000	19315	*	*	*	8	41	22125	20538	*	*	*
SOCIOLOGY	2	3	22500	19333	*	*	*	2	15	22500	19058	*	*	*
SOCIAL SCIENCES-OTHER	2	7	20125	23548	*	*	*	6	39	21175	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	7	34000	31857	*	*	*	3	21	31733	31946	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	29250				+	6	+	32017			
ARCHITECTURAL ENGINEERING	+	4	+	30500				+	6	+	28667			
BIOENGINEERING & BIOMEDIC	1	1	32000	32000	*	*	*	1	3	32000	26333	*	*	*
CHEMICAL ENGINEERING	6	92	39335	40237	*	*	*	11	243	40129	39793	*	*	*
CIVIL ENGINEERING	+	54	+	29878				+	189	+	29385			
COMPUTER ENGINEERING	10	70	34474	34129	*	*	*	15	151	34873	33475	*	*	*
ELECTRICAL/ELECTRONIC	9	101	36344	34312	*	*	*	17	391	35918	34035	*	*	*

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	13	62	$35538	$33288	*	*	*	15	147	$35200	33145	*	*	*
MECHANICAL ENGINEERING	25	188	34784	34921	$38500	$34200	$32088	34	481	34968	34516	$38600	$35000	$32000
METALLURGICAL ENGINEERING	+	16	+	34050				+	36	+	34145			
MINING (INCL GEOLOGICAL)	+	2	+	27600				+	13	+	31945			
NUCLEAR ENGINEERING	+	1	+	33500				1	3	33000	33833	*	*	*
PETROLEUM ENGINEERING	+	2	+	39000				+	14	+	39157			
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	12	+	30069				+	26	+	30609			
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	26367				+	12	+	23983			
ANIMAL SCIENCES	+	4	+	19625				+	13	+	21246			
PLANT SCIENCES	+	2	+	25000				+	2	+	25000			
NATURAL RESOURCES	+	1	+	18000				+	4	+	21000			
OTHER AGRICULTURAL SCIENC	+	5	+	31220				+	14	+	24579			
COMPUTER SCIENCE														
COMPUTER SCIENCE	25	107	30308	31513	36000	32000	25000	34	229	31301	31118	37024	33000	25000
COMPUTER PROGRAMMING	2	10	34500	28800	*	*	*	2	14	34500	28511	*	*	*
INFORMATION SCIENCES	1	11	20000	32013	*	*	*	6	54	25583	29002	*	*	*
SYSTEMS ANALYSIS	+	1	+	31000				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	33400				+	10	+	30219			
HEALTH SCIENCES	+	+	+	+				+	9	+	18997			
NURSING	+	4	+	34481				3	15	35333	31851	*	*	*
PHARMACY	+	2	+	36621				+	34	+	43570			
SCIENCES														
ACTUARIAL	+	3	+	33933				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	22187				+	8	+	22255			
BIOLOGICAL SCIENCES	+	6	+	21650				+	18	+	22983			
CHEMISTRY	1	12	30000	30437	*	*	*	2	23	32500	30125	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	1	+	32000				+	5	+	27392			
MATHEMATICS	1	8	28000	30663	*	*	*	4	37	27250	24698	*	*	*
PHYSICS	+	+	+	+				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	1	+	21000				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	222	1637						383	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	59	346	$29164	$28836	$33000	$30000	$23500	79	888	$28547	$28228	$33000	$29000	$23000
ACCOUNTING (PRIVATE)	10	73	27100	27839	*	*	*	25	246	25920	26086	30000	26500	21000
COMMERCIAL BANKING (CONSU	1	6	24000	23567	*	*	*	2	32	24000	21900	*	*	*
COMMERCIAL BANKING (LENDI	2	10	23500	26850	*	*	*	3	23	22333	25330	*	*	*
INVESTMENT BANKING (CORP	+	6	+	33083				1	9	21000	31278	*	*	*
INVESTMENT BANKING (MERG	+	4	+	32875				+	5	+	33600			
INVESTMENT BANKING (REAL	+	+	+	+				1	6	29000	20150	*	*	*
INVESTMENT BANKING (SALE	2	3	23000	26000	*	*	*	2	7	23000	25143	*	*	*
FINANCIAL/TREASURY ANALYS	11	39	30818	28637	*	*	*	19	93	29921	27663	*	*	*
PORTFOLIO MANAGEMENT / BR	1	4	24000	24325	*	*	*	3	15	25333	23953	*	*	*
UNDERWRITING	+	6	+	25833				+	23	+	23130			
INSURANCE - CLAIMS	+	4	+	26532				+	20	+	23073			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	2	+	26500				3	18	20667	24404	*	*	*
MEDIA PLANNING	2	4	19250	18625	*	*	*	4	9	19575	19422	*	*	*
REPORTING	+	5	+	16672				+	9	+	17649			
COMMUNICATIONS-PRODUCTION	1	2	21000	24500	*	*	*	4	10	22250	23590	*	*	*
PUBLIC RELATIONS	2	5	16625	21134	*	*	*	3	16	19417	21204	*	*	*
WRITING / EDITING	+	1	+	10800				2	4	26650	20650	*	*	*
MARKETING														
ADVERTISING	1	3	21000	25667	*	*	*	1	15	21000	23170	*	*	*
BRAND/PRODUCT MANAGEMENT	1	7	18000	28071	*	*	*	2	38	18100	25452	*	*	*
BUYER/MERCHANDISING	+	11	+	26209				1	45	30000	24975	*	*	*
DISTRIBUTION	+	8	+	27438				1	16	26000	28375	*	*	*
MARKET RESEARCH	1	7	16000	22714	*	*	*	3	26	19667	23727	*	*	*
PURCHASING	+	1	+	30000				+	3	+	21800			
SALES	2	95	28250	25745	*	*	*	10	268	23290	24960	*	*	*
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	3	8	24086	25661	*	*	*	4	12	23315	23790	*	*	*
GOV'T-FINANCE, TAXATION,	4	9	26721	25257	*	*	*	4	31	26721	23893	*	*	*
ECONOMIC PROGRAMS	+	1	+	26122				+	3	+	21009			
LAW ENFORCEMENT	+	1	+	27000				+	14	+	23268			
MILITARY	+	3	+	28766				1	16	28476	25979	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	1	+	20000				+	8	+	22988			
ENGINEERING														
BIOENGINEERING	+	1	+	41000				+	2	+	37000			
DESIGN / CONSTRUCT	3	56	38000	32100	*	*	*	4	237	38150	30827	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	30177				+	43	+	31235			
MANUFACTURING/INDUSTRIAL	4	94	37630	34788	*	*	*	4	257	37630	34750	*	*	*
SYSTEMS / PROGRAMMING	5	16	31788	32608	*	*	*	8	49	33368	32334	*	*	*
POWER SYSTEMS	+	14	+	34511				+	59	+	34582			
SOFTWARE DESIGN & DEVELOP	2	39	26000	32791	*	*	*	4	88	30125	32848	*	*	*
HARDWARE DESIGN & DEVELOP	1	17	34000	35533	*	*	*	1	62	34000	35429	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	28	$39000	$33614	*	*	*	2	59	$37000	$35606	*	*	*
TESTING	+	7	+	33314				1	34	31200	32183	*	*	*
PROCESS ENGINEERING	+	58	+	40058				1	162	41500	39342	*	*	*
PROJECT ENGINEERING	2	44	39900	35984	*	*	*	5	175	37140	35343	*	*	*
OTHER ENGINEERING	30	191	34670	33556	$40008	$34750	$32000	53	398	35127	33699	$40008	$35000	$32000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	24333				3	10	20667	25362	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	+	+	+				+	4	+	29537			
NURSES / PERSONAL CARE	+	6	+	34520				3	19	35333	30945	*	*	*
OCCUPATIONAL THERAPY	+	3	+	33400				+	4	+	33260			
PHARMACIST	+	2	+	36621				+	34	+	43570			
PHYSICAL THERAPY	+	+	+	+				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	3	+	17054				1	23	21500	21054	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	24000				1	16	25000	20005	*	*	*
COUNSELING	3	5	18000	19199	*	*	*	6	18	21333	20555	*	*	*
FUNDRAISING / DEVELOPMENT	+	2	+	13500				1	5	18500	15550	*	*	*
SOCIAL WORK	+	1	+	17430				1	16	18500	20529	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	14	59	29729	29666	*	*	*	17	158	29365	29152	*	*	*
INFORMATION SYSTEMS	3	56	26167	31583	*	*	*	6	138	25917	29925	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	27	31750	32491	*	*	*	8	79	32406	32010	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	1	+	35800				+	4	+	29705			
AGRICULTUR/NATURAL RESOU	+	5	+	20800				+	26	+	21838			
ARCHITECTURE	+	1	+	20800				+	6	+	22763			
CONSULTING	36	99	34039	32668	38000	34000	32000	40	181	33935	31986	38000	34000	30000
HUMAN RESOURCES	3	6	22533	21567	*	*	*	4	23	22650	23796	*	*	*
MANAGEMENT TRAINEE	4	65	31475	24132	*	*	*	13	283	26723	23471	*	*	*
MATH/STATISTICIANS	+	1	+	29000				1	5	27000	28000	*	*	*
PARALEGAL	1	1	21600	21600	*	*	*	1	6	21600	20100	*	*	*
RESEARCH - NONTECHNICAL	1	1	23000	23000	*	*	*	3	3	32333	32333	*	*	*
RESEARCH - TECHNICAL	1	11	30000	30627	*	*	*	1	12	30000	30075	*	*	*
TEACHING	1	25	22500	17611	*	*	*	12	249	24140	20468	*	*	*
TOTALS	222	1637						383	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 2 MARCH 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	7	+	$33857				+	43	+	$30372			
MBA--NON-TECH	+	66	+	37799				1	140	$39500	35633	*	*	*
MBA--TECH	+	8	+	39839				1	13	36000	38321	*	*	*
MS-BUSINESS	1	1	$30000	30000	*	*	*	2	5	30500	30700	*	*	*
ECONOMICS & FINANCE (BANK	+	2	+	24000				+	3	+	28000			
HUMAN RESOURCES (INCL LAB	+	5	+	29800				+	8	+	29625			
MANAGEMENT INFORMATION SY	+	+	+	+				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	+	+	+				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	30000				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	9	+	27837				+	14	+	27210			
ELEMENTARY EDUCATION	+	18	+	26752				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	32000				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	1	3	32000	26333	*	*	*	1	7	32000	34114	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	35000				+	3	+	37333			
AGRICULTURAL	+	1	+	45000				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	4	+	43000				+	15	+	41276			
CIVIL	+	10	+	36064				1	33	32400	33782	*	*	*
COMPUTER	+	8	+	39079				+	17	+	39384			
ELECTRICAL/ELECTRONIC	11	51	42273	41011	*	*	*	13	110	42308	40373	*	*	*
INDUSTRIAL	8	16	39200	38600	*	*	*	8	26	39200	39400	*	*	*
MECHANICAL	2	43	42000	40429	*	*	*	3	69	44000	40492	*	*	*
METALLURGICAL	+	1	+	40000				+	2	+	38000			

continued

ECPO REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	*	*	*	*				*	*	*	*			
NUCLEAR	*	*	*	*				*	1	*	$36000			
PETROLEUM	*	*	*	*				*	*	*	*			
HEALTH SCIENCES														
ALLIED HEALTH	*	*	*	*				*	*	*	*			
HEALTH SCIENCES	*	*	*	*				*	4	*	30256			
NURSING	*	2	*	$26585				*	3	*	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	*	*	*	*				*	1	*	27000			
ARCHITECTURAL & ENVIRONME	*	*	*	*				*	*	*	*			
BIOLOGICAL	*	*	*	*				*	*	*	*			
CHEMISTRY	*	5	*	36018				*	7	*	33870			
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	19	$31314	37995	*	*	*	13	41	$35192	38164	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	*	2	*	38750				1	6	30000	31667	*	*	*
MATHEMATICS (INCL ACTUARI	*	6	*	37470				*	8	*	35049			
PHYSICS	*	*	*	*				*	2	*	42000			
POLYMER	*	*	*	*				*	*	*	*			
TOTALS	30	290						44	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	40	+	$48395				+	58	+	$43152			
MBA--TECH	+	6	+	49433				+	7	+	46443			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	37	+	52828				+	54	+	49845			
MBA--TECH	+	22	+	54269				+	27	+	52886			
OVER 4 YEARS														
MBA--NON-TECH	+	75	+	51433				+	98	+	49495			
MBA--TECH	+	22	+	55493				+	22	+	55493			
TOTALS	+	202						+	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$39000				+	1	+	$39000			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$30000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	32000				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	14	+	55414				1	27	25000	54213	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	5	+	61299				1	8	34000	54687	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	52584				+	14	+	50988			
METALLURGICAL	+	3	+	57247				+	7	+	52211			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	13	+	54869				+	14	+	53093			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	60552				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	3	+	51333				1	5	54000	51980	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	46						4	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28560 78 40700/23000			27000 5	26500 4	32000 1	22500 1		
BUSINESS ADMINISTRATION	23000 1			20000 1				30667 3	
ECONOMICS & FINANCE	26000 1			22000 1	25000 2		29000 3	31188 8	
MANAGEMENT INFO SYSTEMS		25000 1							
MARKETING/MARKETING MANAG		23000 2		26000 1		19000 2			
ADVERTISING		21000 1							
COMMUNICATIONS		17833 3				21000 1			
JOURNALISM		19800 1							
LETTERS (incl. English)		16000 1						25000 1	
HISTORY								33250 2	
POLITICAL SCIENCE/GOVT								23600 1	
PSYCHOLOGY		20000 1			20000 1				
SOCIOLOGY				24000 1	21000 1				
SOCIAL SCIENCES-OTHER						25150 2		17250 1	
BIOENGINEERING & BIOMEDIC								32000 1	
CHEMICAL ENGINEERING									41900 1
COMPUTER ENGINEERING								36000 1	
ELECTRICAL/ELECTRONIC						36200 1	33000 1	37000 2	
INDUSTRIAL ENGINEERING								35440 10	31000 1
MECHANICAL ENGINEERING								33750 6	33740 5
COMPUTER SCIENCE	28000 1	19000 1		27500 2			26840 5	32714 7	32000 1
COMPUTER PROGRAMMING								35000 1	
INFORMATION SCIENCES					29000 1		24000 1		

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MATHEMATICS				28000 1					

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	22000	1			31000	2	24000	5	27000	1	25000	1					23000	1
BUSINESS ADMINISTRATION	31143	7					28000	1			23800	3						
DISTRIBUTION MANAGEMENT	22000	1																
ECONOMICS & FINANCE	25250	4															25000	1
MANAGEMENT INFO SYSTEMS																	26000	1
MARKETING/MARKETING MANAG	25000	1									25000	4	18000	1				
COMMUNICATIONS																	28000	1
ELEMENTARY EDUCATION	23500	1																
HISTORY	34000	1																
POLITICAL SCIENCE/GOVT									21600	1							24000	1
COMPUTER ENGINEERING	33000	1																
ELECTRICAL/ELECTRONIC	42000	1																
INDUSTRIAL ENGINEERING	35000	2																
MECHANICAL ENGINEERING	33000	2																
COMPUTER SCIENCE	33833	6					33000	1					30000	1				
INFORMATION SCIENCES																	23000	1

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING						26179 4	31826 1		20000 1
ECONOMICS & FINANCE						24000 1			
MARKETING/MARKETING MANAG			24000 2		22500 1				
COMMUNICATIONS					25000 2				
ELEMENTARY EDUCATION					22464 9				
POLITICAL SCIENCE/GOVT							21600 1		
PSYCHOLOGY			21000 1		32000 1				
SOCIAL SCIENCES-OTHER					19000 1			19000 1	21500 1
ELECTRICAL/ELECTRONIC				36200 1					
MECHANICAL ENGINEERING				36700 1		28476 1			
NUCLEAR ENGINEERING						33000 1			
COMPUTER SCIENCE			28000 2	28000 1					
INFORMATION SCIENCES									23000 1
NURSING								37500 2	31000 1
MATHEMATICS					33000 1		21000 1		

AVERAGE SALARY OFFERS MARCH 1993 ECPD REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFIT	AEROSPACE	AGR/BUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL &
ACCOUNTING				21000 1			26000 1		
BUSINESS ADMINISTRATION									
MARKETING/MARKETING MANAG			18500 1						
ADVERTISING									
COMMUNICATIONS			18500 1						
PSYCHOLOGY			21000 4						
AEROSPACE & AERONAUTICAL					31733 3				
CHEMICAL ENGINEERING									
COMPUTER ENGINEERING					37600 1		43600 1		
MECHANICAL ENGINEERING							37667 3		
COMPUTER SCIENCE					37604 2				
CHEMISTRY									

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	19000 1	29500 2	34000 1						
BUSINESS ADMINISTRATION		33500 3					20000 1		
ECONOMICS & FINANCE		31500 1							
MANAGEMENT INFO SYSTEMS	27000 1								
COMMUNICATIONS		25000 1							
CHEMICAL ENGINEERING		36000 1						40800 1	
COMPUTER ENGINEERING	35300 3	33883 6						35500 1	
ELECTRICAL/ELECTRONIC		35382 11							
INDUSTRIAL ENGINEERING								38400 1	
MECHANICAL ENGINEERING	40000 1	35731 6					38400 1		
COMPUTER SCIENCE	35250 2	36500 1							
COMPUTER PROGRAMMING			34000 1						
INFORMATION SCIENCES	34500 1								

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							23667 3
BUSINESS ADMINISTRATION	20000 1						
MARKETING/MARKETING MANAG				18000 1		26000 1	19100 2
VISUAL & PERFORMING ARTS					21000 2		
CHEMICAL ENGINEERING							40100 2
INDUSTRIAL ENGINEERING							34200 1
MECHANICAL ENGINEERING							33228 5
COMPUTER SCIENCE							36000 1
INFORMATION SCIENCES							20000 1
CHEMISTRY				30000 1			
MATHEMATICS							27000 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28459 80 40700/23000	20130 10		25222 9	24625 8	23550 6	27375 4	29616 16	
BACHELOR - TECHNICAL	28000 1	19000 1		27667 3	29000 1	36200 1	27314 7	34389 28 42000/32000	34200 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27844 16		31000 2	24667 6	24300 2	24550 8	18000 1		25200 5
BACHELOR - TECHNICAL	34500 12			33000 1			30000 1		23000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL			23000 3		23263 14	25743 5	26713 2	19000 1	20750 2
BACHELOR - TECHNICAL			28000 2	33633 3	33000 1	30738 2	21000 1	37500 2	27000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL			20167 6	21000 1			28000 1		29567 6
BACHELOR - TECHNICAL					34475 6		38630 4		38402 11

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	23000 2	30857 7	34000 1				20000 1		
BACHELOR - TECHNICAL	35843 7	35176 25 40000/34000	34000 1				38400 1	38233 3	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20000 1			18000 1	21000 2	26000 1	
BACHELOR - TECHNICAL				30000 1			

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITICTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH							39500 1		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH	36000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28579 78 40700/23000	25955 22 35000/21000	24000 1	25000 1					30667 3
BUSINESS ADMINISTRATION				20000 1					31083 6
DISTRIBUTION MANAGEMENT									22000 1
ECONOMICS & FINANCE	26000 1	27000 2		22000 1	21000 1				30625 4
MARKETING/MARKETING MANAG									25000 1
LETTERS (incl. English)								25000 1	
HISTORY									33250 2
PSYCHOLOGY									21000 1
SOCIOLOGY			24000 1					21000 1	
COMPUTER SCIENCE									33000 1
INFORMATION SCIENCES		23000 1					29000 1		

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION							20000 1		
ECONOMICS & FINANCE	25333 3								
MARKETING/MARKETING MANAG					20000 1				26000 1
ADVERTISING					21000 1				
COMMUNICATIONS				20000 1	17500 1		24500 2	25000 1	
JOURNALISM					19800 1				
LETTERS (incl. English)								16000 1	
VISUAL & PERFORMING ARTS				21000 2					
PSYCHOLOGY							20000 1		
SOCIAL SCIENCES-OTHER								17250 1	27300 1

AVERAGE SALARY OFFERS MARCH 1993 ECPD REGIONAL CUMULATIVE REPORT Sample Block: Average: 25250 700 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/15/93 Min: 21000 / Max: 28500 PART 1 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	NEW T CHECKPOINT	NEW T FINANCE
ACCOUNTING							25000 1	25125 2	27500 3
BUSINESS ADMINISTRATION					25000 1		25000 3		
ECONOMICS & FINANCE							28000 1		26000 1
MARKETING/MARKETING MANAG		18100 2	30000 1	28000 1	25000 1		25750 5		
ADVERTISING	21000 1								
COMMUNICATIONS					24000 1				
POLITICAL SCIENCE/GOVT								23000 1	
MATHEMATICS								23000 1	

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
INDUSTRIAL ENGINEERING									38400 1
MECHANICAL ENGINEERING			28476 1				38150 4		37373 3

VERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS								26000 1	
AEROSPACE & AERONAUTICAL	34000 1					31200 1			30000 1
CHEMICAL ENGINEERING					39000 1		41500 1	40567 3	39871 6
COMPUTER ENGINEERING	35610 4								34605 11
ELECTRICAL/ELECTRONIC	38000 1		32000 1						35815 13
INDUSTRIAL ENGINEERING									33400 3
MECHANICAL ENGINEERING				34000 1				38000 1	34060 17
NUCLEAR ENGINEERING									33000 1
COMPUTER SCIENCE	18000 1		29500 3						
COMPUTER PROGRAMMING									34000 1
INFORMATION SCIENCES	34500 1								
CHEMISTRY					35000 1				

VERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	20000 1								
SOCIAL SCIENCES-OTHER	19000 1								21500 1
INFORMATION SCIENCES	23000 1								
NURSING				35333 3					

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					23000 1				
BUSINESS ADMINISTRATION							31200 1		
ECONOMICS & FINANCE						24000 1			
MANAGEMENT INFO SYSTEMS						25000 1	27000 1		
MARKETING/MARKETING MANAG			18500 1						
COMMUNICATIONS	25000 1	25000 1		18500 1					
PSYCHOLOGY		21000 4							
SOCIAL SCIENCES-OTHER		19000 1							
ELECTRICAL/ELECTRONIC							33000 1		
COMPUTER SCIENCE					29763 16	31250 2	35012 4		
INFORMATION SCIENCES						22000 2			
MATHEMATICS							28000 1		

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				26000 3					
BUSINESS ADMINISTRATION		32357 7	23000 1	29733 3					
ECONOMICS & FINANCE		31214 7							
MARKETING/MARKETING MANAG				24000 5					22500 1
ELEMENTARY EDUCATION				23500 1					22464 9
HISTORY		34000 1							
POLITICAL SCIENCE/GOVT			23800 2			21600 1			
PSYCHOLOGY			20000 1						32000 1
SOCIAL SCIENCES-OTHER							23000 1		
BIOENGINEERING & BIOMEDIC		32000 1							
ELECTRICAL/ELECTRONIC		42000 1							
INDUSTRIAL ENGINEERING		35400 11							
MECHANICAL ENGINEERING		34667 6		36700 1					
COMPUTER SCIENCE		34400 5					37000 2		
COMPUTER PROGRAMMING		35000 1							
CHEMISTRY								30000 1	
MATHEMATICS					27000 1				33000 1

AVERAGE SALARY OFFERS MARCH 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28547 79 40700/23000	26042 24 35000/21000	24000 2	22333 3	21000 1			23000 2	29750 18
BACHELOR - TECHNICAL		23000 1					29000 1		33000 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25333 3			20667 3	19575 4		22250 4	19417 3	26650 2
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	21000 1	18100 2	30000 1	26000 1	19667 3		23290 10	24086 3	26721 4
BACHELOR - TECHNICAL								21000 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			28476 1				38150 4		37630 4

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								26000 1	
BACHELOR - TECHNICAL	33368 8		30125 4	34000 1	37000 2	31200 1	41500 1	39925 4	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19500 2								
BACHELOR - TECHNICAL	23000 1			35333 3					

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	25000 1	21333 6	18500 1	18500 1	23000 1	24500 2	29100 2		
BACHELOR - TECHNICAL					29763 16	26625 4	33508 6		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		31933 15	22650 4	25892 12		21600 1	23000 1		23334 11
BACHELOR - TECHNICAL		35136 25 42000/33000		36700 1	27000 1		37000 2	30000 1	33000 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

EASTERN REGION (ECPO)

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Franklin Pierce College
Husson College
Iona College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 10, 1993 through April 8, 1993) and cumulatively (September 1, 1992, through April 8, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	362	$33000	$29042	*	*	*	117	1496	$27810	$28037	$33000	$27500	$22500
BUSINESS ADMINISTRATION	2	70	25625	25999	*	*	*	26	345	28540	24569	33500	30000	23000
DISTRIBUTION MANAGEMENT	+	6	+	30500				1	16	22000	28588	*	*	*
ECONOMICS & FINANCE	7	92	33214	28218	*	*	*	29	347	29259	27070	35000	30000	22000
HOTEL/RESTAURANT MGMT.	+	1	+	26000				+	19	+	22029			
HUMAN RESOURCES (incl. LA	+	1	+	26000				+	18	+	26044			
MANAGEMENT INFO SYSTEMS	1	38	31000	30178	*	*	*	4	140	27250	29515	*	*	*
MARKETING/MARKETING MANAG	2	87	23000	25478	*	*	*	22	361	22668	24657	26000	23000	18C00
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	1	+	21600				2	18	21000	23633	*	*	*
COMMUNICATIONS	2	8	31750	19749	*	*	*	11	76	23591	21731	*	*	*
JOURNALISM	+	3	+	28000				1	22	19800	19203	*	*	*
TELECOMMUNICATIONS/BROADC	+	4	+	22600				+	11	+	23127			
EDUCATION														
ELEMENTARY EDUCATION	+	14	+	20610				10	143	22568	20451	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	1	+	20800				+	13	+	21823			
SPECIAL EDUCATION	+	+	+	+				+	22	+	21390			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	9	+	23222				+	14	+	22398			
MERCHANDISING MANAGEMENT	+	+	+	+				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	18000				+	5	+	22093			
LETTERS (incl. English)	1	6	31500	26017	*	*	*	3	40	24167	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				2	22	21000	20429	*	*	*
HUMANITIES - OTHER	+	2	+	28000				+	12	+	23050			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19500				+	13	+	22323			
HISTORY	1	4	23000	27375	*	*	*	4	25	30875	22980	*	*	*
POLITICAL SCIENCE/GOVT	+	1	+	17750				4	29	22700	22513	*	*	*
PSYCHOLOGY	+	4	+	24125				8	45	22125	20857	*	*	*
SOCIOLOGY	+	2	+	19750				2	17	22500	19140	*	*	*
SOCIAL SCIENCES-OTHER	+	15	+	27400				6	54	21175	23745	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	18	34500	31495	*	*	*	4	39	32425	31738	*	*	*
AGRICULTURAL ENGINEERING	+	1	+	39000				+	7	+	33014			
ARCHITECTURAL ENGINEERING	+	8	+	26050				+	14	+	27171			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	3	32000	26333	*	*	*
CHEMICAL ENGINEERING	5	90	38340	39897	*	*	*	16	333	39570	39821	*	*	*
CIVIL ENGINEERING	1	37	28000	29582	*	*	*	1	226	28000	29417	*	*	*
COMPUTER ENGINEERING	10	37	36330	36358	*	*	*	25	188	35456	34043	38000	35500	33000
ELECTRICAL/ELECTRONIC	10	113	35210	34703	*	*	*	27	504	35656	34184	38000	35500	33000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	2	42	$34750	$32055	*	*	*	17	189	$35147	32903	*	*	*
MECHANICAL ENGINEERING	11	139	35332	35115	*	*	*	45	620	35057	34651	$38500	$35500	$32000
METALLURGICAL ENGINEERING	+	8	+	34751				+	44	+	34255			
MINING (INCL GEOLOGICAL)	+	4	+	34800				+	17	+	32616			
NUCLEAR ENGINEERING	+	3	+	35940				1	6	33000	34887	*	*	*
PETROLEUM ENGINEERING	+	8	+	40738				+	22	+	39732			
TEXTILE ENGINEERING	+	2	+	37900				+	2	+	37900			
ENGINEERING TECHNOLOGY	+	21	+	31827				+	47	+	31153			
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				+	12	+	23983			
ANIMAL SCIENCES	+	2	+	17200				+	15	+	20706			
PLANT SCIENCES	+	+	+	+				+	2	+	25000			
NATURAL RESOURCES	+	1	+	24000				+	5	+	21600			
OTHER AGRICULTURAL SCIENC	+	2	+	33250				+	16	+	25663			
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	70	34333	32270	*	*	*	43	299	31936	31388	37024	33000	27000
COMPUTER PROGRAMMING	+	+	+	+				2	14	34500	28511	*	*	*
INFORMATION SCIENCES	+	12	+	27167				6	66	25583	28668	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	10	+	30219			
HEALTH SCIENCES	+	2	+	36000				+	11	+	22088			
NURSING	+	6	+	24812				3	21	35333	29840	*	*	*
PHARMACY	+	7	+	46829				+	41	+	44126			
SCIENCES														
ACTUARIAL	+	+	+	+				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	20600				+	11	+	21804			
BIOLOGICAL SCIENCES	+	6	+	20415				+	24	+	22341			
CHEMISTRY	+	3	+	30027				2	26	32500	30114	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	+	5	+	26600				4	42	27250	24925	*	*	*
PHYSICS	1	2	33000	29500	*	*	*	1	5	33000	25096	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	67	1386						450	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	1	334	$33000	$29014	*	*	*	80	1222	$28603	$28443	$33000	$29000	$23000
ACCOUNTING (PRIVATE)	+	42	+	28294				25	288	25920	26408	30000	26500	21000
COMMERCIAL BANKING (CONSU	1	21	35500	25809	*	*	*	3	53	27833	23449	*	*	*
COMMERCIAL BANKING (LENDI	+	21	+	25771				3	44	22333	25540	*	*	*
INVESTMENT BANKING (CORP	+	6	+	31667				1	15	21000	31433	*	*	*
INVESTMENT BANKING (MERG	+	1	+	18000				+	6	+	31000			
INVESTMENT BANKING (REAL	+	+	+	+				1	6	29000	20150	*	*	*
INVESTMENT BANKING (SALE	+	2	+	40000				2	9	23000	28444	*	*	*
FINANCIAL/TREASURY ANALYS	7	22	33643	30880	*	*	*	26	115	30923	28278	34500	32250	25000
PORTFOLIO MANAGEMENT / BR	+	2	+	26500				3	17	25333	24252	*	*	*
UNDERWRITING	+	10	+	25672				+	33	+	23900			
INSURANCE - CLAIMS	1	2	26250	25917	*	*	*	1	22	26250	23332	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	29600				3	23	20667	25534	*	*	*
MEDIA PLANNING	+	1	+	32000				4	10	19575	20680	*	*	*
REPORTING	+	1	+	18000				+	10	+	17684			
COMMUNICATIONS-PRODUCTION	+	1	+	26500				4	11	22250	23855	*	*	*
PUBLIC RELATIONS	+	3	+	23667				3	19	19417	21593	*	*	*
WRITING / EDITING	2	4	31750	23625	*	*	*	4	8	29200	22138	*	*	*
MARKETING														
ADVERTISING	+	1	+	14500				1	16	21000	22628	*	*	*
BRAND/PRODUCT MANAGEMENT	+	4	+	33250				2	42	18100	26195	*	*	*
BUYER/MERCHANDISING	1	52	18000	24760	*	*	*	2	97	24000	24859	*	*	*
DISTRIBUTION	+	5	+	29400				1	21	26000	28619	*	*	*
MARKET RESEARCH	+	1	+	25000				3	27	19667	23774	*	*	*
PURCHASING	1	1	28000	28000	*	*	*	1	4	28000	23350	*	*	*
SALES	+	76	+	28165				10	344	23290	25668	*	*	*
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				4	12	23315	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	+	+	+				4	31	26721	23893	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	3	+	21009			
LAW ENFORCEMENT	+	+	+	+				+	14	+	23268			
MILITARY	+	+	+	+				1	16	28476	25979	*	*	*
NATIONAL SECURITY	+	+	+	+				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	+	+	+				+	8	+	22988			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	2	+	37000			
DESIGN / CONSTRUCT	1	67	28000	31681	*	*	*	5	304	36120	31015	*	*	*
ENVIRONMENTAL/SANITATION	1	11	30542	33572	*	*	*	1	54	30542	31711	*	*	*
MANUFACTURING/INDUSTRIAL	1	71	35500	35690	*	*	*	5	328	37204	34953	*	*	*
SYSTEMS / PROGRAMMING	2	24	33450	33481	*	*	*	10	73	33384	32711	*	*	*
POWER SYSTEMS	+	12	+	33390				+	71	+	34380			
SOFTWARE DESIGN & DEVELOP	+	28	+	35283				4	116	30125	33436	*	*	*
HARDWARE DESIGN & DEVELOP	2	30	35350	36155	*	*	*	3	92	34900	35666	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	22	$38250	$36258	*	*	*	4	81	$37625	$35783	*	*	*
TESTING	+	6	+	33769				1	40	31200	32421	*	*	*
PROCESS ENGINEERING	1	66	38500	39667	*	*	*	2	228	40000	39436	*	*	*
PROJECT ENGINEERING	1	31	40800	34783	*	*	*	6	206	37750	35259	*	*	*
OTHER ENGINEERING	26	122	35670	34946	$38000	$35500	$33600	79	520	35305	33992	$40000	$35500	$32000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				3	10	20667	25362	*	*	*
INDUSTRIAL HYGIENE	+	1	+	29000				+	2	+	25035			
MEDICAL TECHNOLOGY	+	2	+	31000				+	6	+	30025			
NURSES / PERSONAL CARE	+	6	+	24812				3	25	35333	29473	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	4	+	33260			
PHARMACIST	+	7	+	46829				+	41	+	44126			
PHYSICAL THERAPY	+	1	+	45000				+	4	+	24875			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	1	+	16300				1	24	21500	20856	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	15875				1	18	25000	19547	*	*	*
COUNSELING	+	1	+	31000				6	19	21333	21105	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	18500	15550	*	*	*
SOCIAL WORK	+	1	+	15000				1	17	18500	20203	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	52	34680	30503	*	*	*	22	210	30573	29486	36000	31000	25000
INFORMATION SYSTEMS	2	30	29000	31206	*	*	*	8	168	26688	30154	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	18	37000	33713	*	*	*	10	97	33325	32326	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	17000				+	6	+	25470			
AGRICULTUR/NATURAL RESOU	+	3	+	18288				+	29	+	21470			
ARCHITECTURE	+	2	+	17150				+	8	+	21360			
CONSULTING	5	63	34700	31014	*	*	*	45	244	34020	31735	37500	34000	32000
HUMAN RESOURCES	+	3	+	21000				4	26	22650	23473	*	*	*
MANAGEMENT TRAINEE	1	58	25000	24412	*	*	*	14	341	26600	23631	*	*	*
MATH/STATISTICIANS	+	+	+	+				1	5	27000	28000	*	*	*
PARALEGAL	1	3	23000	19667	*	*	*	2	9	22300	19956	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	24000				3	4	32333	30250	*	*	*
RESEARCH - TECHNICAL	+	2	+	26000				1	14	30000	29493	*	*	*
TEACHING	+	19	+	21609				12	268	24140	20549	*	*	*
TOTALS	67	1386						450	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	1	+	$32000				+	44	+	$30409			
MBA--NON-TECH	+	34	+	37425				1	174	$39500	35983	*	*	*
MBA--TECH	+	8	+	48713				1	21	36000	42280	*	*	*
MS-BUSINESS	+	1	+	44000				2	6	30500	32917	*	*	*
ECONOMICS & FINANCE (BANK	+	7	+	40600				+	10	+	36820			
HUMAN RESOURCES (INCL LAB	+	5	+	33280				+	13	+	31031			
MANAGEMENT INFORMATION SY	+	4	+	41900				+	12	+	37200			
MARKETING/MKTNG MGT (RESE	+	3	+	51667				+	5	+	40799			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	34000				+	15	+	27662			
ELEMENTARY EDUCATION	+	+	+	+				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	+	1	+	28500				1	8	32000	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	5	+	45869				+	8	+	42668			
AGRICULTURAL	+	+	+	+				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	2	+	41790				+	17	+	41336			
CIVIL	1	5	$42640	40668	*	*	*	2	38	37520	34688	*	*	*
COMPUTER	+	3	+	36167				+	20	+	38902			
ELECTRICAL/ELECTRONIC	5	27	43110	41800	*	*	*	18	137	42531	40654	*	*	*
INDUSTRIAL	+	2	+	54252				8	28	39200	40461	*	*	*
MECHANICAL	2	33	40300	41008	*	*	*	5	102	42520	40659	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	2	+	$41500			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	22800				+	5	+	28773			
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	27500				+	2	+	27500			
CHEMISTRY	+	6	+	36990				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	9	$42660	36017	*	*	*	14	50	$35726	37778	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				1	6	30000	35667	*	*	*
MATHEMATICS (INCL ACTUARI	+	+	+	+				[illegible]	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	9	161						53	793					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	24	+	$53057				+	82	+	$46051			
MBA--TECH	+	9	+	53000				+	16	+	50131			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	52	+	54802				+	106	+	52277			
MBA--TECH	+	38	+	58333				+	65	+	56070			
OVER 4 YEARS														
MBA--NON-TECH	+	25	+	55692				+	123	+	50754			
MBA--TECH	+	17	+	62482				+	39	+	58540			
TOTALS	+	165						+	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54755				+	5	+	$51604			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$30000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	20000				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	55250				1	31	25000	54347	*	*	*
CIVIL	+	1	+	61500				+	2	+	48750			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	16	+	54807				1	24	34000	54767	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	1	7	$57204	50343	*	*	*	1	21	57204	50773	*	*	*
METALLURGICAL	+	1	+	57800				+	8	+	52910			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	25000				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	7	+	54629				+	21	+	53605			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	2	+	51949				1	7	54000	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	44						5	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28616 79 40700/23000			27000 5	26500 4	32000 1	22500 1		
BUSINESS ADMINISTRATION	23000 1			20000 1				30667 3	
ECONOMICS & FINANCE	26000 1			28750 2	31429 7		29000 3	30722 9	
MANAGEMENT INFO SYSTEMS		25000 1							
MARKETING/MARKETING MANAG		21333 3		26000 1		19000 2			
ADVERTISING		21000 1							
COMMUNICATIONS		17833 3				21000 1			
JOURNALISM		19800 1							
LETTERS (incl. English)		16000 1			31500 1			25000 1	
HISTORY								33250 2	
POLITICAL SCIENCE/GOVT								23600 1	
PSYCHOLOGY		20000 1			20000 1				
SOCIOLOGY				24000 1	21000 1				
SOCIAL SCIENCES-OTHER						25150 2		17250 1	
BIOENGINEERING & BIOMEDIC								32000 1	
CHEMICAL ENGINEERING									41900 1
COMPUTER ENGINEERING								34000 2	
ELECTRICAL/ELECTRONIC						36200 2	33000 1	36000 3	
INDUSTRIAL ENGINEERING								35309 11	31000 1
MECHANICAL ENGINEERING								34214 7	33740 5
COMPUTER SCIENCE	28000 1	19000 1		27500 2			29525 8	33313 8	32000 1
COMPUTER PROGRAMMING								35000 1	
INFORMATION SCIENCES					29000 1		24000 1		

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MATHEMATICS				28000 1					
PHYSICS								33000 1	

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
ACCOUNTING	22000	1		31000	2	24000	5	27000	1	25000	1				23000	1
BUSINESS ADMINISTRATION	30531	8				28000	1			23800	3					
DISTRIBUTION MANAGEMENT	22000	1														
ECONOMICS & FINANCE	25250	4													25000	1
MANAGEMENT INFO SYSTEMS															26000	1
MARKETING/MARKETING MANAG	25000	1								25000	4	18000	1			
COMMUNICATIONS															28000	1
ELEMENTARY EDUCATION	23500	1														
HISTORY	34000	1						23000	1							
POLITICAL SCIENCE/GOVT								21600	1						24000	1
COMPUTER ENGINEERING	36000	2														
ELECTRICAL/ELECTRONIC	42000	1														
INDUSTRIAL ENGINEERING	35000	2														
MECHANICAL ENGINEERING	33000	2														
COMPUTER SCIENCE	33833	6				33000	1					30000	1			
INFORMATION SCIENCES															23000	1

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING						26179 4	31826 1		20000 1
ECONOMICS & FINANCE						24000 1			
MARKETING/MARKETING MANAG			24000 2		22500 1				
COMMUNICATIONS					25000 2				
ELEMENTARY EDUCATION					22464 9				
POLITICAL SCIENCE/GOVT							21600 1		
PSYCHOLOGY			21000 1		32000 1				
SOCIAL SCIENCES-OTHER					19000 1			19000 1	21500 1
ELECTRICAL/ELECTRONIC		28500 1		36200 1					
MECHANICAL ENGINEERING				36700 1		28476 1	30542 1		
NUCLEAR ENGINEERING						33000 1			
COMPUTER SCIENCE			28000 2	28000 1					
INFORMATION SCIENCES									23000 1
NURSING								37500 2	31000 1
MATHEMATICS					33000 1		21000 1		

AVERAGE SALARY OFFERS BY CURRICULUM/EMPLOYER — APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers 90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING				21000 1			28000 1		30000 1
BUSINESS ADMINISTRATION									32633 3
MARKETING/MARKETING MANAG			18500 1						28250 2
ADVERTISING									21000 1
COMMUNICATIONS			18500 1						
PSYCHOLOGY			21000 4						
AEROSPACE & AERONAUTICAL					31733 3				
CHEMICAL ENGINEERING									39403 7
CIVIL ENGINEERING								28000 1	
COMPUTER ENGINEERING					37300 3		40800 1		31000 1
MECHANICAL ENGINEERING							37730 4		37967 3
COMPUTER SCIENCE					37024 2				31000 1
CHEMISTRY									35000 1

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	19000	1	29500	2	34000	1									
BUSINESS ADMINISTRATION			33500	3						20000	1				
ECONOMICS & FINANCE			31500	1											
MANAGEMENT INFO SYSTEMS	27000	1	31000	1											
COMMUNICATIONS			25000	1											
AEROSPACE & AERONAUTICAL			34500	1											
CHEMICAL ENGINEERING			36000	1								40800	2	38500	1
COMPUTER ENGINEERING	35300	3	34845	11								35500	1		
ELECTRICAL/ELECTRONIC			35440	15						35000	1	38000	2		
INDUSTRIAL ENGINEERING												38400	1		
MECHANICAL ENGINEERING	40000	1	35682	11						38400	1				
COMPUTER SCIENCE	35250	2	36200	2											
COMPUTER PROGRAMMING					34000	1									
INFORMATION SCIENCES	34500	1													

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							23667 3
BUSINESS ADMINISTRATION	20000 1						25000 1
MARKETING/MARKETING MANAG				18000 1		26000 1	19100 2
COMMUNICATIONS							31750 2
VISUAL & PERFORMING ARTS					21000 2		
CHEMICAL ENGINEERING							39825 4
COMPUTER ENGINEERING							38000 1
INDUSTRIAL ENGINEERING							34850 2
MECHANICAL ENGINEERING							33993 8
COMPUTER SCIENCE							34650 4
INFORMATION SCIENCES							20000 1
CHEMISTRY				30000 1			
MATHEMATICS							27000 1

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28515 81 40700/23000	19936 11		26250 10	28464 14	23550 6	27375 4	29462 17	
BACHELOR - TECHNICAL	28000 1	19000 1		27667 3	29000 1	36200 2	29320 10	34424 34 42000/32000	34200 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27750 17		31000 2	24667 6	23867 3	24550 8	18000 1		25200 5
BACHELOR - TECHNICAL	34846 13			33000 1			30000 1		23000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL			23000 3		23263 14	25743 5	26713 2	19000 1	20750 2
BACHELOR - TECHNICAL		28500 1	28000 2	33633 3	33000 1	30738 2	25771 2	37500 2	27000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL			20167 6	21000 1			28000 1		29343 7
BACHELOR - TECHNICAL					35144 8		38344 5	28000 1	37440 13

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	23000 2	30875 8	34000 1				20000 1		
BACHELOR - TECHNICAL	35843 7	35373 41 40000/34500	34000 1				36700 2	38583 6	38500 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20000 1			18000 1	21000 2	26000 1	
BACHELOR - TECHNICAL				30000 1			

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH							39500 1		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH	36000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28635 79 40700/23000	25955 22 35000/21000	24000 1	25000 1					30667 3
BUSINESS ADMINISTRATION				20000 1					31083 6
DISTRIBUTION MANAGEMENT									22000 1
ECONOMICS & FINANCE	26000 1	27000 2	35500 1	22000 1	21000 1				32500 9
MARKETING/MARKETING MANAG									25000 1
LETTERS (incl. English)								25000 1	31500 1
HISTORY									33250 2
PSYCHOLOGY									21000 1
SOCIOLOGY			24000 1					21000 1	
INDUSTRIAL ENGINEERING									34000 1
COMPUTER SCIENCE									33000 1
INFORMATION SCIENCES		23000 1					29000 1		

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			26250 1				20000 1		
ECONOMICS & FINANCE	25333 3								
MARKETING/MARKETING MANAG					20000 1				26000 1
ADVERTISING					21000 1				
COMMUNICATIONS				20000 1	17500 1		24500 2	25000 1	31750 2
JOURNALISM					19800 1				
LETTERS (incl. English)								16000 1	
VISUAL & PERFORMING ARTS				21000 2					
PSYCHOLOGY							20000 1		
SOCIAL SCIENCES-OTHER								17250 1	27300 1

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING							25000 1	25329 2	27628 3
BUSINESS ADMINISTRATION					23000 1		23800 3		
ECONOMICS & FINANCE							28000 1		24000 1
MARKETING/MARKETING MANAG		18100 2	24000 2	26000 1	20000 1	28000 1	21700 5		
ADVERTISING	21000 1								
COMMUNICATIONS					16000 1				
POLITICAL SCIENCE/GOVT								21600 1	
MATHEMATICS								21000 1	

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CIVIL ENGINEERING							28000 1		
INDUSTRIAL ENGINEERING									36950 2
MECHANICAL ENGINEERING			28476 1				38150 4	30542 1	37373 3

AVERAGE SALARY OFFERS — APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION — CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 — 90th: 22080 / 10th: 18330 — PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS								26000 1	
AEROSPACE & AERONAUTICAL	34000 1					31200 1			32250 2
CHEMICAL ENGINEERING					39050 2		40000 2	40625 4	39066 8
COMPUTER ENGINEERING	35610 4			34700 1	37400 1				35079 16
ELECTRICAL/ELECTRONIC	36950 2		32000 1						35610 21 42000/35000
INDUSTRIAL ENGINEERING									33400 3
MECHANICAL ENGINEERING				35000 2				38000 1	34566 25 40000/32000
NUCLEAR ENGINEERING									33000 1
COMPUTER SCIENCE	24500 2		29500 3						35850 2
COMPUTER PROGRAMMING									34000 1
INFORMATION SCIENCES	34500 1								
CHEMISTRY					35000 1				

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	20000 1								
SOCIAL SCIENCES-OTHER	19000 1								21500 1
INFORMATION SCIENCES	23000 1								
NURSING				35333 3					

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					23000 1				
BUSINESS ADMINISTRATION							31200 1		
ECONOMICS & FINANCE						25500 2			
MANAGEMENT INFO SYSTEMS						28000 2	27000 1		
MARKETING/MARKETING MANAG			18500 1						
COMMUNICATIONS	25000 1	25000 1		18500 1					
PSYCHOLOGY		21000 4							
SOCIAL SCIENCES-OTHER		19000 1							
COMPUTER ENGINEERING					39600 1		39000 1		
ELECTRICAL/ELECTRONIC							33000 1		
COMPUTER SCIENCE					30500 20 36200/25000	31250 2	35010 5		
INFORMATION SCIENCES						22000 2			
MATHEMATICS							28000 1		

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				26000 3					
BUSINESS ADMINISTRATION		32357 7	23000 1	28550 4					
ECONOMICS & FINANCE		31214 7							
MARKETING/MARKETING MANAG				24000 5					22500 1
ELEMENTARY EDUCATION				23500 1					22464 9
HISTORY		34000 1				23000 1			
POLITICAL SCIENCE/GOVT			23800 2			21600 1			
PSYCHOLOGY			20000 1						32000 1
SOCIAL SCIENCES-OTHER							23000 1		
BIOENGINEERING & BIOMEDIC		32000 1							
COMPUTER ENGINEERING		32000 1							
ELECTRICAL/ELECTRONIC		38000 2							
INDUSTRIAL ENGINEERING		35400 11							
MECHANICAL ENGINEERING		35000 7		36700 1					
COMPUTER SCIENCE		34917 6					37000 2		
COMPUTER PROGRAMMING		35000 1							
CHEMISTRY								30000 1	
MATHEMATICS					27000 1				33000 1
PHYSICS		33000 1							

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28603 80 40700/23000	26042 24 35000/21000	27833 3	22333 3	21000 1			23000 2	30708 24 37000/25000
BACHELOR - TECHNICAL		23000 1					29000 1		33500 2

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25333 3		26250 1	20667 3	19575 4		22250 4	19417 3	29200 4
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	21000 1	18100 2	24000 2	26000 1	19667 3	28000 1	23290 10	24086 3	26721 4
BACHELOR - TECHNICAL								21000 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			28476 1				36120 5	30542 1	37204 5

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								26000 1	
BACHELOR - TECHNICAL	33384 10		30125 4	34900 3	37625 4	31200 1	40000 2	40100 5	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19500 2								
BACHELOR - TECHNICAL	23000 1			35333 3					

AVERAGE SALARY OFFERS APRIL 1993 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	25000 1	21333 6	18500 1	18500 1	23000 1	26750 4	29100 2		
BACHELOR - TECHNICAL					30933 21 39600/28000	26625 4	34381 8		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		31933 15	22650 4	25823 13		22300 2	23000 1		23334 11
BACHELOR - TECHNICAL		35063 30 42000/32000		36700 1	27000 1		37000 2	30000 1	33000 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

EASTERN REGION (ECPO)

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Franklin Pierce College
Husson College
Iona College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 8, 1993 through May 6, 1993) and cumulatively (September 1, 1992, through May 6, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	27	410	$28241	$27015	$33000	$29000	$24000	144	1906	$27891	$27817	$33000	$28000	$23000
BUSINESS ADMINISTRATION	18	189	27972	24574	*	*	*	44	534	28308	24570	33500	29000	23000
DISTRIBUTION MANAGEMENT	2	7	23700	23614	*	*	*	3	23	23133	27074	*	*	*
ECONOMICS & FINANCE	10	223	31890	26486	*	*	*	39	570	29933	26842	35000	31500	22000
HOTEL/RESTAURANT MGMT.	+	20	+	21460				+	39	+	21737			
HUMAN RESOURCES (incl. LA	1	11	23000	20249	*	*	*	1	29	23000	23846	*	*	*
MANAGEMENT INFO SYSTEMS	+	90	+	28871				4	230	27250	29263	*	*	*
MARKETING/MARKETING MANAG	3	218	26900	24236	*	*	*	25	579	23176	24499	28000	23000	18000
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	1	3	15000	20664	*	*	*	3	21	19000	23209	*	*	*
COMMUNICATIONS	+	39	+	21742				11	115	23591	21735	*	*	*
JOURNALISM	+	19	+	19472				1	41	19800	19327	*	*	*
TELECOMMUNICATIONS/BROADC	+	10	+	22704				+	21	+	22926			
EDUCATION														
ELEMENTARY EDUCATION	+	53	+	17284				10	196	22568	19594	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	12532				+	16	+	15742			
PHYSICAL EDUCATION	+	2	+	22272				+	15	+	21883			
SPECIAL EDUCATION	+	19	+	20388				+	41	+	20926			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21643				+	25	+	20490			
TEXTILES & CLOTHING	1	12	29000	23208	*	*	*	1	26	29000	22772	*	*	*
MERCHANDISING MANAGEMENT	2	2	23000	23000	*	*	*	2	8	23000	20875	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	6	+	22016				+	11	+	22051			
LETTERS (incl. English)	1	25	30500	20960	*	*	*	4	65	25750	20989	*	*	*
VISUAL & PERFORMING ARTS	+	14	+	18803				2	36	21000	19797	*	*	*
HUMANITIES - OTHER	+	33	+	25045				+	45	+	24513			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	17400				+	16	+	21400			
HISTORY	1	13	21800	24569	*	*	*	5	38	29060	23524	*	*	*
POLITICAL SCIENCE/GOVT	7	38	31714	25891	*	*	*	11	67	28436	24429	*	*	*
PSYCHOLOGY	2	51	17250	19834	*	*	*	10	96	21150	20313	*	*	*
SOCIOLOGY	+	10	+	22700				2	27	22500	20458	*	*	*
SOCIAL SCIENCES-OTHER	1	25	27500	23082	*	*	*	7	79	22079	23536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	16	+	31954				4	55	32425	31800	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	26500				+	9	+	31567			
ARCHITECTURAL ENGINEERING	+	4	+	29850				+	18	+	27767			
BIOENGINEERING & BIOMEDIC	1	1	23650	23650	*	*	*	2	4	27825	25663	*	*	*
CHEMICAL ENGINEERING	13	113	40143	39565	*	*	*	29	446	39827	39756	41200	40000	38900
CIVIL ENGINEERING	3	98	30167	29005	*	*	*	4	324	29625	29293	*	*	*
COMPUTER ENGINEERING	1	70	35400	35094	*	*	*	26	258	35454	34328	38000	35450	33000
ELECTRICAL/ELECTRONIC	8	215	35254	34655	*	*	*	35	719	35564	34325	38000	35500	33000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	1	1	$42000	$42000	*	*	*	1	2	$42000	$37812	*	*	*
INDUSTRIAL ENGINEERING	6	66	36250	33349	*	*	*	23	255	35435	33018	$38400	$35000	$33000
MECHANICAL ENGINEERING	12	242	35512	34469	*	*	*	57	862	35153	34600	38600	35200	32000
METALLURGICAL ENGINEERING	+	25	+	32997				+	69	+	33800			
MINING (INCL GEOLOGICAL)	+	5	+	33440				+	22	+	32804			
NUCLEAR ENGINEERING	1	3	31500	34440	*	*	*	2	9	32250	34738	*	*	*
PETROLEUM ENGINEERING	+	7	+	37700				+	29	+	39241			
TEXTILE ENGINEERING	+	2	+	36250				+	4	+	37075			
ENGINEERING TECHNOLOGY	1	22	40000	24155	*	*	*	1	69	40000	28922	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	31800				+	3	+	29100			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	22000				+	20	+	23190			
ANIMAL SCIENCES	+	8	+	21063				+	23	+	20830			
PLANT SCIENCES	+	1	+	25000				+	3	+	25000			
NATURAL RESOURCES	1	10	16000	22457	*	*	*	1	15	16000	22171	*	*	*
OTHER AGRICULTURAL SCIENC	+	+	+	+				+	16	+	25663			
COMPUTER SCIENCE														
COMPUTER SCIENCE	12	168	33898	31184	*	*	*	55	467	32364	31314	37024	33000	28000
COMPUTER PROGRAMMING	1	8	26500	29250	*	*	*	3	22	31833	28780	*	*	*
INFORMATION SCIENCES	1	29	28000	30674	*	*	*	7	95	25929	29280	*	*	*
SYSTEMS ANALYSIS	+	1	+	36140				+	2	+	33570			
HEALTH SCIENCES														
ALLIED HEALTH	+	7	+	22101				+	17	+	26876			
HEALTH SCIENCES	+	8	+	20413				+	19	+	21383			
NURSING	1	18	40000	34226	*	*	*	4	39	36500	31864	*	*	*
PHARMACY	+	21	+	41436				+	62	+	43215			
SCIENCES														
ACTUARIAL	+	6	+	34287				+	10	+	34352			
ARCHITECTURAL & ENVIRONME	+	13	+	26846				+	24	+	24535			
BIOLOGICAL SCIENCES	1	15	20000	20741	*	*	*	1	39	20000	21726	*	*	*
CHEMISTRY	+	5	+	33266				2	31	32500	30622	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	4	16	33625	27831	*	*	*	8	58	30438	25726	*	*	*
PHYSICS	+	2	+	14400				1	7	33000	22040	*	*	*
OTHER PHYSICAL & EARTH SC	+	6	+	23040				+	11	+	22317			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	29	+	28793				+	29	+	28793			
TOTALS	145	2830						595	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	18	265	$29250	$28038	*	*	*	98	1487	$28721	$28370	$33000	$29750	$23000
ACCOUNTING (PRIVATE)	8	123	25625	25625	*	*	*	33	411	25848	26174	30000	26500	21000
COMMERCIAL BANKING (CONSU	3	27	29667	24704	*	*	*	6	80	28750	23872	*	*	*
COMMERCIAL BANKING (LENDI	+	55	+	25782				3	99	22333	25675	*	*	*
INVESTMENT BANKING (CORP	1	9	32000	27389	*	*	*	2	24	26500	29917	*	*	*
INVESTMENT BANKING (MERG	+	3	+	35667				+	9	+	32556			
INVESTMENT BANKING (REAL	1	2	32000	25000	*	*	*	2	8	30500	21363	*	*	*
INVESTMENT BANKING (SALE	1	4	40000	36250	*	*	*	3	13	28667	30846	*	*	*
FINANCIAL/TREASURY ANALYS	24	85	32208	28436	$36000	$33000	$25500	50	200	31540	28346	35500	32750	25000
PORTFOLIO MANAGEMENT / BR	+	12	+	23167				3	29	25333	23803	*	*	*
UNDERWRITING	+	18	+	24433				+	51	+	24089			
INSURANCE - CLAIMS	+	20	+	23347				1	42	26250	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	18	29000	22886	*	*	*	4	41	22750	24371	*	*	*
MEDIA PLANNING	+	2	+	27250				4	12	19575	21775	*	*	*
REPORTING	+	3	+	14833				+	13	+	17026			
COMMUNICATIONS-PRODUCTION	+	7	+	21431				4	18	22250	22912	*	*	*
PUBLIC RELATIONS	+	19	+	21323				3	38	19417	21458	*	*	*
WRITING / EDITING	+	11	+	20932				4	19	29200	21440	*	*	*
MARKETING														
ADVERTISING	1	6	15000	20846	*	*	*	2	22	18000	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	+	25	+	23942				2	67	18100	25354	*	*	*
BUYER/MERCHANDISING	2	55	24500	23818	*	*	*	4	152	24250	24483	*	*	*
DISTRIBUTION	1	6	26400	25410	*	*	*	2	27	26200	27906	*	*	*
MARKET RESEARCH	1	8	37700	23013	*	*	*	4	35	24175	23600	*	*	*
PURCHASING	+	2	+	20500				1	6	28000	22400	*	*	*
SALES	5	180	25380	25056	*	*	*	15	524	23987	25458	*	*	*
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	24	29530	20179	*	*	*	5	36	24558	21382	*	*	*
GOV'T-FINANCE, TAXATION,	+	26	+	23952				4	57	26721	23920	*	*	*
ECONOMIC PROGRAMS	+	5	+	20967				+	8	+	20983			
LAW ENFORCEMENT	+	6	+	26200				+	20	+	24148			
MILITARY	+	22	+	23142				1	38	28476	24337	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	4	+	32700			
URBAN / REGIONAL PLANNING	+	6	+	27907				+	14	+	25096			
ENGINEERING														
BIOENGINEERING	+	3	+	26667				+	5	+	30800			
DESIGN / CONSTRUCT	1	139	39000	30875	*	*	*	6	443	36600	30971	*	*	*
ENVIRONMENTAL/SANITATION	+	8	+	30170				1	62	30542	31513	*	*	*
MANUFACTURING/INDUSTRIAL	2	121	36500	34836	*	*	*	7	449	37003	34922	*	*	*
SYSTEMS / PROGRAMMING	4	37	34875	33910	*	*	*	14	110	33810	33114	*	*	*
POWER SYSTEMS	+	20	+	33919				+	91	+	34279			
SOFTWARE DESIGN & DEVELOP	1	55	38900	34653	*	*	*	5	171	31880	33827	*	*	*
HARDWARE DESIGN & DEVELOP	1	71	34200	35934	*	*	*	4	163	34725	35783	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	14	$36240	$33056	*	*	*	5	95	$37348	$35381	*	*	*
TESTING	+	19	+	34431				1	59	31200	33068	*	*	*
PROCESS ENGINEERING	3	83	40333	38856	*	*	*	5	311	40200	39281	*	*	*
PROJECT ENGINEERING	2	75	40850	35046	*	*	*	8	281	38525	35202	*	*	*
OTHER ENGINEERING	22	203	37066	34083	$40800	$38250	$32000	101	723	35689	34018	$40008	$35500	$32000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	23000	19540	*	*	*	4	21	21250	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	+	7	+	23644				+	13	+	26589			
NURSES / PERSONAL CARE	1	18	40000	34226	*	*	*	4	43	36500	31463	*	*	*
OCCUPATIONAL THERAPY	+	2	+	14840				+	6	+	27120			
PHARMACIST	+	21	+	41436				+	62	+	43215			
PHYSICAL THERAPY	1	1	13500	13500	*	*	*	1	5	13500	22600	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	19	+	20532				1	43	21500	20713	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	12	+	19577				1	30	25000	19559	*	*	*
COUNSELING	1	19	20000	19096	*	*	*	7	38	21143	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	18500	15550	*	*	*
SOCIAL WORK	1	10	21000	18787	*	*	*	2	27	19750	19679	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	122	33267	29100	*	*	*	28	332	31150	29345	36200	31500	25000
INFORMATION SYSTEMS	1	49	27000	30089	*	*	*	9	217	26722	30139	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	72	35467	30309	*	*	*	13	169	33819	31467	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	33769				+	15	+	30449			
AGRICULTUR/NATURAL RESOU	+	14	+	22165				+	43	+	21696			
ARCHITECTURE	+	4	+	23825				+	12	+	22182			
CONSULTING	14	132	29999	30493	*	*	*	59	376	33066	31299	37500	34000	29000
HUMAN RESOURCES	+	21	+	22429				4	47	22650	23006	*	*	*
MANAGEMENT TRAINEE	9	284	25389	23862	*	*	*	23	625	26126	23736	33000	25000	23000
MATH/STATISTICIANS	+	2	+	23500				1	7	27000	26714	*	*	*
PARALEGAL	+	2	+	23000				2	11	22300	20509	*	*	*
RESEARCH - NONTECHNICAL	1	3	32000	22907	*	*	*	4	7	32250	27103	*	*	*
RESEARCH - TECHNICAL	1	7	23650	27541	*	*	*	2	21	26825	28842	*	*	*
TEACHING	+	86	+	18779				12	354	24140	20119	*	*	*
TOTALS	145	2830						595	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	24	+	$31813				+	68	+	$30904			
MBA--NON-TECH	+	48	+	38505				1	222	$39500	36528	*	*	*
MBA--TECH	2	20	$35000	45925	*	*	*	3	41	35333	44058	*	*	*
MS-BUSINESS	1	1	38000	38000	*	*	*	3	7	33000	33643	*	*	*
ECONOMICS & FINANCE (BANK	+	5	+	34255				+	15	+	35965			
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	13	+	31031			
MANAGEMENT INFORMATION SY	+	1	+	38400				+	13	+	37292			
MARKETING/MKTNG MGT (RESE	+	2	+	47000				+	7	+	42571			
COMMUNICATIONS														
ADVERTISING	+	1	+	31000				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	32000				+	2	+	23500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	15	+	27662			
ELEMENTARY EDUCATION	+	2	+	25500				+	25	+	27433			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	23000				+	6	+	28118			
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				1	8	32000	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	1	+	36240				+	2	+	38120			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	43167				+	11	+	42804			
AGRICULTURAL	+	1	+	45000				+	3	+	45000			
BIOENGINEERING & BIOMEDIC	+	1	+	36000				+	2	+	38000			
CHEMICAL	+	4	+	42500				+	21	+	41558			
CIVIL	+	16	+	33991				2	54	37520	34482	*	*	*
COMPUTER	2	10	43500	40198	*	*	*	2	30	43500	39334	*	*	*
ELECTRICAL/ELECTRONIC	5	60	42260	42275	*	*	*	23	197	42472	41148	$45000	$42000	$40000
INDUSTRIAL	1	5	40000	39249	*	*	*	9	33	39289	40277	*	*	*
MECHANICAL	3	44	40300	41275	*	*	*	8	146	41688	40845	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

ECPO REGIONAL Report No. 4 MAY 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	2	+	31500				+	7	+	29552			
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	+	+	+				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	36	$25200	38183	*	*	*	15	86	$35024	37948	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	34000				1	8	30000	35250	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	42000				+	9	+	35822			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	1	+	37000				+	1	+	37000			
TOTALS	15	294						68	1087					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	43	+	$47297				+	125	+	$46479			
MBA--TECH	+	16	+	55875				+	32	+	53003			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	83	$60000	53687	*	*	*	1	189	$60000	52896	*	*	*
MBA--TECH	+	36	+	56152				+	101	+	56100			
OVER 4 YEARS														
MBA--NON-TECH	+	62	+	56358				+	185	+	52632			
MBA--TECH	+	20	+	59505				+	59	+	58867			
TOTALS	1	260						1	691					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$45000				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	9	+	54524				+	14	+	53481			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$30000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	23000				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	34350				+	2	+	34350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	57000				1	35	25000	54650	*	*	*
CIVIL	+	1	+	65000				+	3	+	54167			
COMPUTER	1	5	$66667	56533	*	*	*	1	5	66667	56533	*	*	*
ELECTRICAL/ELECTRONIC	3	16	49340	59326	*	*	*	4	40	45505	56591	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	6	+	54736				1	27	57204	51654	*	*	*
METALLURGICAL	+	5	+	52296				+	13	+	52674			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	2	+	40500				+	23	+	52465			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	36833				+	4	+	42763			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				1	7	54000	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	55						9	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28773 96 40700/23000			27000 5	27200 5	32000 1	23750 2		
BUSINESS ADMINISTRATION	24000 2			27250 4		41000 1		29750 4	
ECONOMICS & FINANCE	26000 1			28750 2	31500 8	32400 1	29000 3	31542 12	
MANAGEMENT INFO SYSTEMS		25000 1							
MARKETING/MARKETING MANAG		21333 3		26000 1		19000 2			
ADVERTISING		18000 2							
COMMUNICATIONS		17833 3				21000 1			
JOURNALISM		19800 1							
LETTERS (incl. English)		16000 1			31500 1			25000 1	
HISTORY								33250 2	
POLITICAL SCIENCE/GOVT			32000 1		34250 4			28300 2	
PSYCHOLOGY		20000 1			20000 1				
SOCIOLOGY				24000 1	21000 1				
SOCIAL SCIENCES-OTHER						25150 2		17250 1	
BIOENGINEERING & BIOMEDIC								32000 1	
CHEMICAL ENGINEERING									41900 1
CIVIL ENGINEERING									30500 1
COMPUTER ENGINEERING								34000 2	
ELECTRICAL/ELECTRONIC						36200 2	33000 1	35500 4	
INDUSTRIAL ENGINEERING								35117 12	31000 1
MECHANICAL ENGINEERING								33500 9	33740 5
NATURAL RESOURCES									16000 1
COMPUTER SCIENCE	28000 1	19000 1		27500 2			30356 9	33182 12	32000 1

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
COMPUTER PROGRAMMING								35000 1	
INFORMATION SCIENCES					29000 1		26000 2		
BIOLOGICAL SCIENCES							20000 1		
MATHEMATICS				28000 1			30000 1		
PHYSICS								33000 1	

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	22000	1			31000	2	25125	8	27000	1	24000	2					23000	2
BUSINESS ADMINISTRATION	30386	11					26750	2			23800	3						
DISTRIBUTION MANAGEMENT	22000	1											21000	1				
ECONOMICS & FINANCE	25583	6	33000	1													25000	1
MANAGEMENT INFO SYSTEMS																	26000	1
MARKETING/MARKETING MANAG	25000	1									23833	6	18000	1			37700	1
COMMUNICATIONS																	28000	1
ELEMENTARY EDUCATION	23500	1																
MERCHANDISING MANAGEMENT											23000	2						
HISTORY	34000	1							23000	1								
POLITICAL SCIENCE/GOVT									21600	1							24000	1
SOCIAL SCIENCES-OTHER											27500	1						
COMPUTER ENGINEERING	36000	2																
ELECTRICAL/ELECTRONIC	42000	1																
INDUSTRIAL ENGINEERING	36583	6																
MECHANICAL ENGINEERING	33000	2																
NUCLEAR ENGINEERING	31500	1																
COMPUTER SCIENCE	33857	7					33000	1					30000	1				
INFORMATION SCIENCES																	23000	1
MATHEMATICS	34833	3																

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING					26000 1	26179 4	31826 1		20000 1
ECONOMICS & FINANCE		32000 1				24000 1			
HUMAN RESOURCES (incl. LA									23000 1
MARKETING/MARKETING MANAG			24000 2		22500 1				
COMMUNICATIONS					25000 2				
ELEMENTARY EDUCATION					22464 9				
HISTORY				21800 1					
POLITICAL SCIENCE/GOVT					20000 1		21600 1		
PSYCHOLOGY			21000 1		32000 1			17250 2	
SOCIAL SCIENCES-OTHER					19000 1			19000 1	21500 1
BIOENGINEERING & BIOMEDIC					23650 1				
ELECTRICAL/ELECTRONIC		28500 1		36200 1		29530 1			
MECHANICAL ENGINEERING				36700 1		28476 1	30542 1		
NUCLEAR ENGINEERING						33000 1			
COMPUTER SCIENCE			28000 2	28000 1					
INFORMATION SCIENCES									23000 1
NURSING								38333 3	31000 1
MATHEMATICS					33000 1		21000 1		

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING				21000 1			28000 1		27667 3
BUSINESS ADMINISTRATION									29780 5
MARKETING/MARKETING MANAG			18500 1						28250 2
ADVERTISING									21000 1
COMMUNICATIONS			18500 1						
PSYCHOLOGY			21000 4						
AEROSPACE & AERONAUTICAL					31733 3				
CHEMICAL ENGINEERING					39960 1		40800 1		39572 10
CIVIL ENGINEERING								29000 2	
COMPUTER ENGINEERING					37300 3		40800 1		31000 1
ELECTRICAL/ELECTRONIC					35000 1				
MECHANICAL ENGINEERING							39184 5	39000 1	36725 4
COMPUTER SCIENCE					37024 2				31500 2
CHEMISTRY									35000 1

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	19000 1	29500 2	34000 1						
BUSINESS ADMINISTRATION		33500 3	33000 2				20000 1		
ECONOMICS & FINANCE		33250 2							
MANAGEMENT INFO SYSTEMS	27000 1	31000 1							
COMMUNICATIONS		25000 1							
AEROSPACE & AERONAUTICAL		34500 1							
CHEMICAL ENGINEERING		36000 1						40475 8	38500 1
COMPUTER ENGINEERING	35300 3	34892 12						35500 1	
ELECTRICAL/ELECTRONIC	37500 1	35476 17	34000 1				35000 1	38833 3	
ENIVRONMENTAL ENGINEERING							42000 1		
INDUSTRIAL ENGINEERING								38400 1	
MECHANICAL ENGINEERING	40000 1	35688 13			34200 1		38400 1	38000 1	
ENGINEERING TECHNOLOGY								40000 1	
COMPUTER SCIENCE	35250 2	36167 3	33000 1						
COMPUTER PROGRAMMING			34000 1						
INFORMATION SCIENCES	34500 1								

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							23667 3
BUSINESS ADMINISTRATION	20000 1						22800 5
DISTRIBUTION MANAGEMENT					26400 1		
MARKETING/MARKETING MANAG				18000 1		26000 1	19100 2
COMMUNICATIONS							31750 2
TEXTILES & CLOTHING					29000 1		
LETTERS (incl. English)							30500 1
VISUAL & PERFORMING ARTS					21000 2		
CHEMICAL ENGINEERING							39717 6
CIVIL ENGINEERING							30000 1
COMPUTER ENGINEERING							38000 1
INDUSTRIAL ENGINEERING							34900 3
MECHANICAL ENGINEERING							34131 11
COMPUTER SCIENCE							34514 7
COMPUTER PROGRAMMING					26500 1		
INFORMATION SCIENCES							20000 1
CHEMISTRY				30000 1			
MATHEMATICS							27000 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28648 99 40700/23000	19525 12	32000 1	27038 13	29875 20 37000/21000	26838 8	26900 5	30130 22 40000/25000	
BACHELOR - TECHNICAL	28000 1	19000 1		27667 3	29000 1	36200 2	29157 14	34073 42 42000/32000	32010 10

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27920 22 35000/22000	33000 1	31000 2	25450 10	23867 3	23993 14	19500 2		26671 7
BACHELOR - TECHNICAL	35114 22 42000/32500			33000 1			30000 1		23000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL		32000 1	23000 3	21800 1	23230 16	25743 5	26713 2	17833 3	21500 3
BACHELOR - TECHNICAL		28500 1	28000 2	33633 3	28325 2	30335 3	25771 2	38333 3	27000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL			20167 6	21000 1			28000 1		28127 11
BACHELOR - TECHNICAL					35611 10		39646 7	32333 3	37312 18

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	23000 2	31333 9	33333 3				20000 1		
BACHELOR - TECHNICAL	36050 8	35420 47 40000/34500	33667 3		34200 1		38467 3	39480 15	38500 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20000 1			18000 1	24350 4	26000 1	
BACHELOR - TECHNICAL				30000 1	26500 1		

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH							39500 1		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH	34000 2								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH			38000 1						

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28789 96 40700/23000	26138 29 35000/21000	24000 1	25000 1					28600 5
BUSINESS ADMINISTRATION	25000 1	18000 1	29667 3	20000 1					30214 14
DISTRIBUTION MANAGEMENT									22000 1
ECONOMICS & FINANCE	26000 1	27000 2	35500 1	22000 1	21000 1			40000 1	32708 12
MARKETING/MARKETING MANAG									25000 1
LETTERS (incl. English)								25000 1	31500 1
HISTORY									33250 2
POLITICAL SCIENCE/GOVT					32000 1		32000 1		34500 4
PSYCHOLOGY									21000 1
SOCIOLOGY			24000 1					21000 1	
INDUSTRIAL ENGINEERING									36700 5
NUCLEAR ENGINEERING									31500 1
COMPUTER SCIENCE									33000 1
INFORMATION SCIENCES		23000 1					29000 1		
MATHEMATICS									33250 2

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			26250 1				20000 1		
ECONOMICS & FINANCE	25333 3								
MARKETING/MARKETING MANAG					20000 1				26000 1
ADVERTISING					21000 1				
COMMUNICATIONS				20000 1	17500 1		24500 2	25000 1	31750 2
JOURNALISM					19800 1				
TEXTILES & CLOTHING				29000 1					
LETTERS (incl. English)								16000 1	
VISUAL & PERFORMING ARTS				21000 2					
PSYCHOLOGY							20000 1		
SOCIAL SCIENCES-OTHER								17250 1	27300 1

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			23000 1				25000 1	25329 2	27628 3
BUSINESS ADMINISTRATION					23000 1		24350 4		
DISTRIBUTION MANAGEMENT				26400 1					
ECONOMICS & FINANCE							26967 3		24000 1
MARKETING/MARKETING MANAG		18100 2	24000 2	26000 1	28850 2	28000 1	21700 5		
ADVERTISING	18000 2								
COMMUNICATIONS					16000 1				
MERCHANDISING MANAGEMENT			26000 1						
POLITICAL SCIENCE/GOVT								21600 1	
ELECTRICAL/ELECTRONIC								29530 1	
INFORMATION SCIENCES							28000 1		
BIOLOGICAL SCIENCES							20000 1		
MATHEMATICS								21000 1	

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CIVIL ENGINEERING							28000 1		
INDUSTRIAL ENGINEERING									36300 3
MECHANICAL ENGINEERING			28476 1				38320 5	30542 1	37530 4

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOMICS & FINANCE									32000 1
MANAGEMENT INFO SYSTEMS								26000 1	
AEROSPACE & AERONAUTICAL	34000 1					31200 1			32250 2
CHEMICAL ENGINEERING			38900 1		39050 2		40200 5	40740 5	39580 16
CIVIL ENGINEERING									30167 3
COMPUTER ENGINEERING	35610 4			34700 1	37400 1				35079 16
ELECTRICAL/ELECTRONIC	35680 5		32000 1					40500 1	35709 23 42000/35000
ENIVRONMENTAL ENGINEERING									42000 1
INDUSTRIAL ENGINEERING									33400 3
MECHANICAL ENGINEERING				34733 3	36240 1			38000 1	34866 31 45000/32088
NUCLEAR ENGINEERING									33000 1
ENGINEERING TECHNOLOGY									40000 1
COMPUTER SCIENCE	28000 3		29500 3						35850 2
COMPUTER PROGRAMMING									34000 1
INFORMATION SCIENCES	34500 1								
CHEMISTRY					35000 1				

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	20000 1								
HUMAN RESOURCES (incl. LA	23000 1								
PSYCHOLOGY							13500 1		
SOCIAL SCIENCES-OTHER	19000 1								21500 1
INFORMATION SCIENCES	23000 1								
NURSING				36500 4					

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					23000 1				
BUSINESS ADMINISTRATION							31200 1		
ECONOMICS & FINANCE						26000 3			
MANAGEMENT INFO SYSTEMS						28000 2	27000 1		
MARKETING/MARKETING MANAG			18500 1						
COMMUNICATIONS	25000 1	25000 1		18500 1					
POLITICAL SCIENCE/GOVT		20000 1							
PSYCHOLOGY		21000 4		21000 1					
SOCIAL SCIENCES-OTHER		19000 1							
COMPUTER ENGINEERING					39600 1		37200 2		
ELECTRICAL/ELECTRONIC							33000 1		
COMPUTER SCIENCE					31324 25 38000/28000	31250 2	34675 6		
COMPUTER PROGRAMMING					26500 1				
INFORMATION SCIENCES						22000 2			
MATHEMATICS							33000 2		

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				26000 3					
BUSINESS ADMINISTRATION		31688 8	23000 1	28029 7					
DISTRIBUTION MANAGEMENT				21000 1					
ECONOMICS & FINANCE		31214 7		35000 1			32000 1		
MARKETING/MARKETING MANAG				23286 7					22500 1
ELEMENTARY EDUCATION				23500 1					22464 9
MERCHANDISING MANAGEMENT				20000 1					
LETTERS (incl. English)		30500 1							
HISTORY		27900 2				23000 1			
POLITICAL SCIENCE/GOVT			23800 2			21600 1			
PSYCHOLOGY			20000 1						32000 1
SOCIAL SCIENCES-OTHER				27500 1			23000 1		
BIOENGINEERING & BIOMEDIC		32000 1						23650 1	
COMPUTER ENGINEERING		32000 1							
ELECTRICAL/ELECTRONIC		36667 3							
INDUSTRIAL ENGINEERING		35200 12							
MECHANICAL ENGINEERING		34111 9		36700 1					
NATURAL RESOURCES		16000 1							
COMPUTER SCIENCE		34107 11					37000 2		
COMPUTER PROGRAMMING		35000 1							
CHEMISTRY								30000 1	
MATHEMATICS		30000 1			27000 1				33000 1
PHYSICS		33000 1							

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28721 98 40700/23000	25938 32 35000/21000	28750 6	22333 3	26500 2		32000 1	28667 3	30793 41 41000/25000
BACHELOR - TECHNICAL		23000 1					29000 1		34944 9

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25333 3		26250 1	22750 4	19575 4		22250 4	19417 3	29200 4
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	18000 2	18100 2	24250 4	26200 2	24175 4	28000 1	23985 13	24086 3	26721 4
BACHELOR - TECHNICAL							24000 2	25265 2	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			28476 1				36600 6	30542 1	37003 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								26000 1	
BACHELOR - TECHNICAL	33810 14		31880 5	34725 4	37348 5	31200 1	40200 5	40314 7	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20667 3						13500 1		
BACHELOR - TECHNICAL	23000 1			36500 4					

AVERAGE SALARY OFFERS MAY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	25000 1	21143 7	18500 1	19750 2	23000 1	26800 5	29100 2		
BACHELOR - TECHNICAL					31452 27 39600/26500	26625 4	34677 11		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		31017 18	22650 4	25645 22 35000/23000		22300 2	27500 2		23334 11
BACHELOR - TECHNICAL		33965 41 42000/32000		36700 1	27000 1		37000 2	26825 2	33000 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

EASTERN REGION (ECEN)

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Franklin Pierce College
Husson College
Iona College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1993 through June 10, 1993) and cumulatively (September 1, 1992, through June 10, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	29	651	$28119	$27653	$31000	$28540	$24000	173	2557	$27929	$27775	$33000	$28500	$23000
BUSINESS ADMINISTRATION	5	369	26740	24290	*	*	*	49	903	28148	24456	33500	28000	22200
DISTRIBUTION MANAGEMENT	4	15	22000	24000	*	*	*	7	38	22486	25861	*	*	*
ECONOMICS & FINANCE	27	446	30556	27155	36000	31000	25000	66	1016	30188	26979	35500	31000	22000
HOTEL/RESTAURANT MGMT.	+	47	+	19586				+	86	+	20561			
HUMAN RESOURCES (incl. LA	+	23	+	21696				1	52	23000	22895	*	*	*
MANAGEMENT INFO SYSTEMS	3	68	30167	30149	*	*	*	7	298	28500	29465	*	*	*
MARKETING/MARKETING MANAG	11	377	28054	24851	*	*	*	36	956	24667	24638	29000	25000	18000
REAL ESTATE	+	1	+	18000				+	13	+	26968			
COMMUNICATIONS														
ADVERTISING	+	12	+	19333				3	33	19000	21800	*	*	*
COMMUNICATIONS	+	54	+	22006				11	169	23591	21821	*	*	*
JOURNALISM	1	35	20000	20555	*	*	*	2	76	19900	19893	*	*	*
TELECOMMUNICATIONS/BROADC	+	13	+	23423				+	34	+	23116			
EDUCATION														
ELEMENTARY EDUCATION	1	37	26500	22855	*	*	*	11	233	22925	20112	*	*	*
PRE-ELEMENTARY EDUCATION	1	14	13260	17247	*	*	*	1	30	13260	16444	*	*	*
PHYSICAL EDUCATION	+	2	+	17182				+	17	+	21330			
SPECIAL EDUCATION	+	10	+	22892				+	51	+	21311			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	21	+	20604				+	46	+	20542			
TEXTILES & CLOTHING	+	14	+	21031				1	40	29000	22163	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	21914				2	15	23000	21360	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	3	15	24333	24680	*	*	*	3	26	24333	23568	*	*	*
LETTERS (incl. English)	13	45	21192	21250	*	*	*	17	110	22265	21096	*	*	*
VISUAL & PERFORMING ARTS	1	16	35000	22625	*	*	*	3	52	25667	20667	*	*	*
HUMANITIES - OTHER	4	26	20250	25250	*	*	*	4	71	20250	24783	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	21864				+	34	+	21645			
HISTORY	4	24	18500	22094	*	*	*	9	62	24367	22970	*	*	*
POLITICAL SCIENCE/GOVT	7	58	28714	24933	*	*	*	18	125	28544	24663	*	*	*
PSYCHOLOGY	10	51	21450	20860	*	*	*	20	147	21300	20503	26500	21000	13500
SOCIOLOGY	4	17	18750	22988	*	*	*	6	44	20000	21436	*	*	*
SOCIAL SCIENCES-OTHER	14	57	20957	20779	*	*	*	21	136	21331	22380	27300	21500	17250
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	26	25000	31303	*	*	*	5	81	30940	31641	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	30206				+	14	+	31081			
ARCHITECTURAL ENGINEERING	+	11	+	29792				+	29	+	28535			
BIOENGINEERING & BIOMEDIC	+	9	+	31411				2	13	27825	29642	*	*	*
CHEMICAL ENGINEERING	2	162	39750	39722	*	*	*	31	608	39822	39747	41200	40000	39000
CIVIL ENGINEERING	5	190	29000	29134	*	*	*	9	514	29278	29234	*	*	*
COMPUTER ENGINEERING	1	79	27000	31832	*	*	*	27	337	35141	33743	38000	35400	32000
ELECTRICAL/ELECTRONIC	3	289	35333	33985	*	*	*	38	1008	35546	34228	38000	35500	32200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	4	$32000	$28448	*	*	*	2	6	$37000	$31569	*	*	*
INDUSTRIAL ENGINEERING	3	126	34167	32564	*	*	*	26	381	35288	32868	$38400	$34750	$33000
MECHANICAL ENGINEERING	5	339	33604	34372	*	*	*	62	1201	35028	34535	38500	35150	32000
METALLURGICAL ENGINEERING	+	18	+	34786				+	87	+	34004			
MINING (INCL GEOLOGICAL)	+	16	+	30450				+	38	+	31813			
NUCLEAR ENGINEERING	+	4	+	34453				2	13	32250	34650	*	*	*
PETROLEUM ENGINEERING	+	10	+	36780				+	39	+	38610			
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	+	51	+	27365				1	120	40000	28260	*	*	*
INDUSTRIAL TECHNOLOGY	+	9	+	29757				+	12	+	29593			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	17	+	21626				+	37	+	22471			
ANIMAL SCIENCES	+	1	+	18778				+	24	+	20745			
PLANT SCIENCES	+	+	+	+				+	3	+	25000			
NATURAL RESOURCES	+	4	+	15960				1	19	16000	20863	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	25890				+	20	+	25708			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	123	30000	30739	*	*	*	56	590	32322	31195	37024	33000	28000
COMPUTER PROGRAMMING	1	14	32500	32893	*	*	*	4	36	32000	30379	*	*	*
INFORMATION SCIENCES	+	37	+	29848				7	132	25929	29440	*	*	*
SYSTEMS ANALYSIS	1	2	31000	31360	*	*	*	1	4	31000	32465	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	19	+	26357				+	36	+	26602			
HEALTH SCIENCES	4	11	34250	25400	*	*	*	4	30	34250	22856	*	*	*
NURSING	+	94	+	31881				4	133	36500	31876	*	*	*
PHARMACY	+	15	+	41065				+	77	+	42796			
SCIENCES														
ACTUARIAL	+	14	+	32398				+	24	+	33212			
ARCHITECTURAL & ENVIRONME	+	12	+	21935				+	36	+	23668			
BIOLOGICAL SCIENCES	3	20	27000	22832	*	*	*	4	59	25250	22101	*	*	*
CHEMISTRY	+	16	+	27728				2	47	32500	29637	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	28933				+	8	+	27970			
MATHEMATICS	4	32	26875	26778	*	*	*	12	90	29250	26100	*	*	*
PHYSICS	3	3	24333	24333	*	*	*	4	10	26500	22728	*	*	*
OTHER PHYSICAL & EARTH SC	1	4	15000	21799	*	*	*	1	15	15000	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	181	4336						776	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	26	454	$29136	$28281	$31000	$29000	$27500	124	1941	$28808	$28350	$33000	$29000	$23000
ACCOUNTING (PRIVATE)	6	173	27239	25760	*	*	*	39	584	26062	26051	30434	27000	21000
COMMERCIAL BANKING (CONSU	+	37	+	23722				6	117	28750	23825	*	*	*
COMMERCIAL BANKING (LENDI	1	83	32000	26583	*	*	*	4	182	24750	26089	*	*	*
INVESTMENT BANKING (CORP	4	18	32250	29361	*	*	*	6	42	30333	29679	*	*	*
INVESTMENT BANKING (MERG	+	1	+	29000				+	10	+	32200			
INVESTMENT BANKING (REAL	+	4	+	24510				2	12	30500	22412	*	*	*
INVESTMENT BANKING (SALE	2	24	36500	28981	*	*	*	5	37	31800	29636	*	*	*
FINANCIAL/TREASURY ANALYS	6	123	31083	27961	*	*	*	56	323	31491	28199	35500	32500	25000
PORTFOLIO MANAGEMENT / BR	3	24	35333	24199	*	*	*	6	53	30333	23982	*	*	*
UNDERWRITING	+	41	+	25960				+	92	+	24922			
INSURANCE - CLAIMS	1	38	26500	22293	*	*	*	2	80	26375	22842	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	10	+	22000				4	40	22750	20831	*	*	*
MEDIA PLANNING	3	10	21333	20750	*	*	*	7	22	20329	21309	*	*	*
REPORTING	2	12	19250	19125	*	*	*	2	25	19250	18034	*	*	*
COMMUNICATIONS-PRODUCTION	+	15	+	20333				4	33	22250	21740	*	*	*
PUBLIC RELATIONS	+	15	+	21169				3	53	19417	21376	*	*	*
WRITING / EDITING	2	13	26000	22915	*	*	*	6	32	28133	22039	*	*	*
MARKETING														
ADVERTISING	+	15	+	21853				2	37	18000	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	6	36	22417	25839	*	*	*	8	103	21338	25524	*	*	*
BUYER/MERCHANDISING	3	87	27667	24644	*	*	*	7	239	25714	24541	*	*	*
DISTRIBUTION	+	29	+	26396				2	56	26200	27124	*	*	*
MARKET RESEARCH	6	26	23919	27302	*	*	*	10	61	24021	25178	*	*	*
PURCHASING	+	7	+	26091				1	13	28000	24387	*	*	*
SALES	12	365	25054	25893	*	*	*	27	889	24461	25637	29000	25000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	9	+	23742				5	45	24558	21854	*	*	*
GOV'T-FINANCE, TAXATION,	+	22	+	27491				4	79	26721	24914	*	*	*
ECONOMIC PROGRAMS	1	4	17000	21625	*	*	*	1	12	17000	21197	*	*	*
LAW ENFORCEMENT	+	15	+	24230				+	35	+	24183			
MILITARY	1	15	25000	26413	*	*	*	2	53	26738	24924	*	*	*
NATIONAL SECURITY	+	1	+	18000				+	5	+	29760			
URBAN / REGIONAL PLANNING	+	4	+	31905				+	18	+	26609			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	5	+	30800			
DESIGN / CONSTRUCT	1	188	25500	30348	*	*	*	7	642	35014	30859	*	*	*
ENVIRONMENTAL/SANITATION	+	50	+	31124				1	112	30542	31339	*	*	*
MANUFACTURING/INDUSTRIAL	+	145	+	34451				7	594	37003	34807	*	*	*
SYSTEMS / PROGRAMMING	+	57	+	32203				14	167	33810	32803	*	*	*
POWER SYSTEMS	+	39	+	34036				+	130	+	34206			
SOFTWARE DESIGN & DEVELOP	+	48	+	34857				5	219	31880	34053	*	*	*
HARDWARE DESIGN & DEVELOP	+	31	+	35341				4	194	34725	35712	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	47	$36000	$33912	*	*	*	6	142	$37123	$34895	*	*	*
TESTING	1	22	29000	33139	*	*	*	2	81	30100	33087	*	*	*
PROCESS ENGINEERING	2	107	15500	38976	*	*	*	7	418	33143	39203	*	*	*
PROJECT ENGINEERING	2	130	32000	33326	*	*	*	10	411	37220	34608	*	*	*
OTHER ENGINEERING	6	319	32920	33493	*	*	*	107	1042	35534	33857	$40008	$35500	$31000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	6	+	19740				4	27	21250	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	1	7	26000	21680	*	*	*	1	20	26000	24871	*	*	*
NURSES / PERSONAL CARE	1	95	36000	31651	*	*	*	5	138	36400	31592	*	*	*
OCCUPATIONAL THERAPY	+	5	+	28165				+	11	+	27595			
PHARMACIST	+	16	+	40624				+	78	+	42684			
PHYSICAL THERAPY	1	8	27500	25485	*	*	*	2	13	20500	24375	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	6	27	26000	23030	*	*	*	7	70	25357	21606	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	5	19	22000	20173	*	*	*	6	49	22500	19797	*	*	*
COUNSELING	12	31	19458	18852	*	*	*	19	69	20079	19540	*	*	*
FUNDRAISING / DEVELOPMENT	3	7	14833	14686	*	*	*	4	12	15750	15046	*	*	*
SOCIAL WORK	1	16	21000	17950	*	*	*	3	43	20167	19035	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	111	32125	28884	*	*	*	32	443	31272	29229	36100	31500	26500
INFORMATION SYSTEMS	11	85	28218	30926	*	*	*	20	302	27545	30361	32000	27000	24000
SYSTEMS ANALYSIS & DESIGN	+	76	+	30137				13	245	33819	31054	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	19	34500	31714	*	*	*	1	34	34500	31156	*	*	*
AGRICULTUR/NATURAL RESOU	+	14	+	18088				+	57	+	20810			
ARCHITECTURE	+	6	+	19917				+	18	+	21427			
CONSULTING	20	242	30525	30491	$34500	$30500	$27000	79	618	32423	30983	37500	33000	27000
HUMAN RESOURCES	+	22	+	25564				4	69	22650	23822	*	*	*
MANAGEMENT TRAINEE	11	488	23009	22937	*	*	*	34	1113	25118	23386	31200	24500	22000
MATH/STATISTICIANS	+	5	+	23000				1	12	27000	25167	*	*	*
PARALEGAL	2	9	20500	22222	*	*	*	4	20	21400	21280	*	*	*
RESEARCH - NONTECHNICAL	+	8	+	17813				4	15	32250	22148	*	*	*
RESEARCH - TECHNICAL	+	17	+	25365				2	38	26825	27287	*	*	*
TEACHING	4	84	21940	21394	*	*	*	16	438	23590	20363	*	*	*
TOTALS	181	4336						776	13434					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 5 JULY 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	32	+	$29603				+	100	+	$30488			
MBA--NON-TECH	10	188	$36410	36808	*	*	*	11	410	$36691	36657	*	*	*
MBA--TECH	+	28	+	39113				3	69	35333	42051	*	*	*
MS-BUSINESS	+	+	+	+				3	7	33000	33643	*	*	*
ECONOMICS & FINANCE (BANK	+	8	+	32813				+	23	+	34868			
HUMAN RESOURCES (INCL LAB	+	2	+	27000				+	15	+	30493			
MANAGEMENT INFORMATION SY	+	4	+	35500				+	17	+	36871			
MARKETING/MKTNG MGT (RESE	+	5	+	32260				+	12	+	38275			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	24000				+	3	+	23667			
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	34324				+	18	+	28773			
ELEMENTARY EDUCATION	+	2	+	30500				+	27	+	27660			
PHYSICAL EDUCATION	+	1	+	14500				+	2	+	20000			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	2	+	30400				+	7	+	26869			
HUMANITIES														
HUMANITIES - OTHER	+	2	+	30500				+	8	+	28714			
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	34000				1	10	32000	33530	*	*	*
SOCIAL SCIENCES - OTHER	+	6	+	25128				+	8	+	28376			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	39200				+	12	+	42504			
AGRICULTURAL	+	2	+	38000				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	38000			
CHEMICAL	+	8	+	39713				+	29	+	41049			
CIVIL	+	19	+	33007				2	73	37520	34098	*	*	*
COMPUTER	+	6	+	40440				2	36	43500	39518	*	*	*
ELECTRICAL/ELECTRONIC	2	38	38000	40521	*	*	*	25	235	42114	41046	$45000	$42000	$40000
INDUSTRIAL	+	11	+	36359				9	44	39289	39298	*	*	*
MECHANICAL	+	29	+	39514				8	175	41688	40624	*	*	*
METALLURGICAL	+	2	+	35750				+	4	+	36875			

continued

ECPO REGIONAL Report No. 5 JULY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES		-												
ALLIED HEALTH	+	3	+	$38000				+	3	+	38000			
HEALTH SCIENCES	+	6	+	31770				+	13	+	30576			
NURSING	+	2	+	55000				+	5	+	39634			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	2	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	3	+	30833				+	16	+	34471			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	8	+	37625				15	94	$35024	37920	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	43000				1	10	30000	36800	*	*	*
MATHEMATICS (INCL ACTUARI	+	8	+	31550				+	17	+	33811			
PHYSICS	+	1	+	15000				+	3	+	33000			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	12	436						80	1523					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	13	65	$49365	$44037	*	*	*	13	190	$49365	$45644	*	*	*
MBA--TECH	1	21	80000	53867	*	*	*	1	53	80000	53345	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	25	133	47660	47254	$60000	$45000	$38500	26	322	48135	50566	$60000	$45500	$38500
MBA--TECH	8	42	52738	56916	*	*	*	8	143	52738	56339	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	30	113	51108	51802	67000	46750	40000	30	298	51108	52317	67000	46750	40000
MBA--TECH	18	71	53854	56572	*	*	*	18	130	53854	57614	*	*	*
TOTALS	95	445						96	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	4	+	$62500				+	18	+	55486			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	7	+	53286				1	14	$30000	50929	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	37000				+	4	+	35675			
SOCIOLOGY	+	3	+	31288				+	3	+	31288			
SOCIAL SCIENCES	+	1	+	40000				+	2	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	12	+	55408				1	47	25000	54843	*	*	*
CIVIL	+	1	+	50000				+	4	+	53125			
COMPUTER	+	5	+	60720				1	10	66667	58627	*	*	*
ELECTRICAL/ELECTRONIC	+	6	+	56291				4	46	45505	56552	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				1	27	57204	51654	*	*	*
METALLURGICAL	+	2	+	35000				+	15	+	50317			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	34600				+	6	+	33000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	1	8	$54600	48200	*	*	*	1	31	54600	51365	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	1	+	70000				+	1	+	70000			
PHYSICS	+	+	+	+				1	7	54000	51971	*	*	*
POLYMER	+	3	+	56180				+	3	+	56180			
TOTALS	1	60						10	246					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28798 120 40700/23000			27000 5	24857 7	32000 1	23750 2		
BUSINESS ADMINISTRATION	24833 3			27250 4		35000 2		29800 5	
ECONOMICS & FINANCE	26000 1			31500 4	32100 15	32400 1	29000 3	31200 15	31167 3
MANAGEMENT INFO SYSTEMS		25000 1						29500 2	
MARKETING/MARKETING MANAG		21375 4		26000 1		19000 2		27000 1	
ADVERTISING		18000 2							
COMMUNICATIONS		17833 3				21000 1			
JOURNALISM		19800 1							
FOREIGN LANGUAGES		24000 1							
LETTERS (incl. English)		16000 1			31750 2	25000 1		24500 2	
VISUAL & PERFORMING ARTS								35000 1	
HISTORY								33250 2	
POLITICAL SCIENCE/GOVT	25500 1		32000 1		34250 4			28900 4	35250 2
PSYCHOLOGY		20000 1			20000 1				24750 2
SOCIOLOGY				24000 1	21000 1				
SOCIAL SCIENCES-OTHER						25150 2	17900 1	25313 4	
AEROSPACE & AERONAUTICAL		25000 1							
BIOENGINEERING & BIOMEDIC								32000 1	
CHEMICAL ENGINEERING									41900 1
CIVIL ENGINEERING								31167 3	28000 2
COMPUTER ENGINEERING								34000 2	
ELECTRICAL/ELECTRONIC					35000 2	36200 2	33000 1	35500 4	36000 1
INDUSTRIAL ENGINEERING					34000 2			35069 13	31000 1

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MECHANICAL ENGINEERING					33000 1		35000 1	33500 9	33740 5
NATURAL RESOURCES									16000 1
COMPUTER SCIENCE	28000 1	19000 1		27500 2			30320 10	33182 12	32000 1
COMPUTER PROGRAMMING						32500 1		35000 1	
INFORMATION SCIENCES					29000 1		26000 2		
SYSTEMS ANALYSIS							31000 1		
BIOLOGICAL SCIENCES					31000 1		20000 1		
MATHEMATICS				28000 1			30000 1	28500 2	
PHYSICS								33000 1	

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	27000	2			28667	3	25125	8	27000	1	24000	2					23000	2
BUSINESS ADMINISTRATION	30386	11					26750	2			23400	4						
DISTRIBUTION MANAGEMENT	22000	1									22000	4	21000	1				
ECONOMICS & FINANCE	28150	10	33000	1			35000	1			17000	1			17000	1	25000	1
MANAGEMENT INFO SYSTEMS																	26000	1
MARKETING/MARKETING MANAG	25000	1									25500	9	18000	1			37700	1
COMMUNICATIONS																	28000	1
JOURNALISM																	20000	1
ELEMENTARY EDUCATION	23500	1																
MERCHANDISING MANAGEMENT											23000	2						
LETTERS (incl. English)			12000	1			22000	2							19250	2		
HUMANITIES - OTHER									20500	2								
HISTORY	34000	1							23000	1	14000	1						
POLITICAL SCIENCE/GOVT									23300	2							24000	1
PSYCHOLOGY							24500	3										
SOCIAL SCIENCES-OTHER	12000	1					20000	1			25333	3						
COMPUTER ENGINEERING	36000	2																
ELECTRICAL/ELECTRONIC	42000	1																
INDUSTRIAL ENGINEERING	36583	6																
MECHANICAL ENGINEERING	33000	2																
NUCLEAR ENGINEERING	31500	1																
COMPUTER SCIENCE	33857	7					33000	1					30000	1				
INFORMATION SCIENCES																	23000	1

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	34833	3			34500	1					

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING					26000 1	26179 4	31826 1		20000 1
ECONOMICS & FINANCE	32000 2	32000 1				26667 3			
HUMAN RESOURCES (incl. LA									23000 1
MARKETING/MARKETING MANAG			24000 2		22500 1	30434 1			
COMMUNICATIONS					25000 2				
ELEMENTARY EDUCATION					22868 10				
PRE-ELEMENTARY EDUCATION					13260 1				
FOREIGN LANGUAGES					18000 1				
LETTERS (incl. English)					24500 2				
HUMANITIES - OTHER					23000 1				
HISTORY				21800 1	20000 2				
POLITICAL SCIENCE/GOVT					20000 1		21600 1		
PSYCHOLOGY			21000 1		32000 1		24000 1	17250 2	13500 1
SOCIOLOGY				15000 1					
SOCIAL SCIENCES-OTHER		18000 1			19000 1			19000 1	21500 1
BIOENGINEERING & BIOMEDIC					23650 1				
COMPUTER ENGINEERING					27000 1				
ELECTRICAL/ELECTRONIC		28500 1		36200 1		29530 1			
ENIVRONMENTAL ENGINEERING		32000 1							
MECHANICAL ENGINEERING				36700 1		28476 1	30542 1		
NUCLEAR ENGINEERING						33000 1			
COMPUTER SCIENCE			28000 2	28000 1					
INFORMATION SCIENCES									23000 1

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
HEALTH SCIENCES								38500 2	30000 2
NURSING								38333 3	31000 1
BIOLOGICAL SCIENCES		24000 1							
MATHEMATICS					33000 1		21000 1		
PHYSICS	23000 1								

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING				21000 1	27900 1		28000 1		27667 3
BUSINESS ADMINISTRATION									29780 5
ECONOMICS & FINANCE					27000 1				
MARKETING/MARKETING MANAG			18500 1						28250 2
ADVERTISING									21000 1
COMMUNICATIONS			18500 1						
LETTERS (incl. English)	19000 1		16000 2						
POLITICAL SCIENCE/GOVT			21000 1						
PSYCHOLOGY			21000 4						
SOCIOLOGY	27500 1		14500 1						
SOCIAL SCIENCES-OTHER	23000 1		17333 3	18000 1					
AEROSPACE & AERONAUTICAL					31733 3				
CHEMICAL ENGINEERING					39960 1		40800 1		39572 10
CIVIL ENGINEERING								28000 3	
COMPUTER ENGINEERING					37300 3		40800 1		31000 1
ELECTRICAL/ELECTRONIC					35000 1				
MECHANICAL ENGINEERING							39184 5	39000 1	36725 4
COMPUTER SCIENCE					37024 2				31500 2
BIOLOGICAL SCIENCES									26000 1
CHEMISTRY									35000 1
MATHEMATICS					16000 1				

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	19000	1	29500	2	34000	1												
BUSINESS ADMINISTRATION			33500	3	33000	2							20000	1				
ECONOMICS & FINANCE			33250	2														
MANAGEMENT INFO SYSTEMS	29250	2	31000	1														
MARKETING/MARKETING MANAG	28581	2			28500	1	29000	1										
COMMUNICATIONS			25000	1														
AEROSPACE & AERONAUTICAL			34500	1														
CHEMICAL ENGINEERING			36000	1			40500	1							40475	8	38500	1
COMPUTER ENGINEERING	35300	3	34892	12											35500	1		
ELECTRICAL/ELECTRONIC	37500	1	35476	17	34000	1							35000	1	38833	3		
ENIVRONMENTAL ENGINEERING													42000	1				
INDUSTRIAL ENGINEERING															38400	1		
MECHANICAL ENGINEERING	40000	1	34996	14			38000	1	34200	1			38400	1	38000	1		
ENGINEERING TECHNOLOGY															40000	1		
COMPUTER SCIENCE	35250	2	36167	3	33000	1												
COMPUTER PROGRAMMING					34000	1												
INFORMATION SCIENCES	34500	1																

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							23667 3
BUSINESS ADMINISTRATION	20000 1						23333 6
DISTRIBUTION MANAGEMENT					26400 1		
MARKETING/MARKETING MANAG				18000 1		26000 1	22233 3
COMMUNICATIONS							31750 2
TEXTILES & CLOTHING					29000 1		
FOREIGN LANGUAGES							31000 1
LETTERS (incl. English)							30500 1
VISUAL & PERFORMING ARTS					21000 2		
HUMANITIES - OTHER							17000 1
HISTORY							20000 1
PSYCHOLOGY							18000 3
SOCIOLOGY							18000 1
CHEMICAL ENGINEERING						39000 1	39717 6
CIVIL ENGINEERING							30000 1
COMPUTER ENGINEERING							38000 1
INDUSTRIAL ENGINEERING							34900 3
MECHANICAL ENGINEERING						36020 1	34131 11
COMPUTER SCIENCE							34514 7
COMPUTER PROGRAMMING					26500 1		
INFORMATION SCIENCES							20000 1
CHEMISTRY				30000 1			
MATHEMATICS							27000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
PHYSICS							25000 2
OTHER PHYSICAL & EARTH SC							15000 1

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28654 125 40700/23000	19986 14	32000 1	28000 15	29900 30 38000/21000	26870 10	25400 6	29732 36 40000/24000	30500 7
BACHELOR - TECHNICAL	28000 1	22000 2		27667 3	33000 7	34967 3	29659 17	33668 48 42000/30000	31800 12

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	28080 28 40000/22000	22500 2	28667 3	25118 17	22933 6	23542 26 30000/20000	19500 2	18500 3	25838 8
BACHELOR - TECHNICAL	35114 22 42000/32500			33750 2			30000 1		23000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	32000 2	25000 2	23000 3	18400 2	22560 24 32500/16000	26894 8	25809 3	17833 3	19500 4
BACHELOR - TECHNICAL	23000 1	28167 3	28000 2	33633 3	27883 3	30335 3	25771 2	38400 5	28500 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	23167 3		18500 13	19500 2	27450 2		28000 1		28127 11
BACHELOR - TECHNICAL					33828 11		39646 7	30750 4	36717 19

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	26932 5	31333 9	32125 4	29000 1			20000 1		
BACHELOR - TECHNICAL	36050 8	35224 48 40000/34000	33667 3	39250 2	34200 1		38467 3	39480 15	38500 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20000 1			18000 1	24350 4	26000 1	
BACHELOR - TECHNICAL				30000 1	26500 1	37510 2	

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	32833 6						39500 1		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH	34000 2								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH							41000 1		
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	43100 1								
MBA--TECH			38000 1						

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH			41500 2				
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28817 119 40700/23000	26061 33 35000/21000	24000 1	25000 1					27167 6
BUSINESS ADMINISTRATION	25750 2	18000 1	29667 3	20000 1					30133 15
DISTRIBUTION MANAGEMENT									22000 1
ECONOMICS & FINANCE	26000 1	28333 3	35500 1	27000 2	29500 4			37667 3	33267 15
MARKETING/MARKETING MANAG		30434 1							25000 1
LETTERS (incl. English)					32000 1			25000 1	31500 1
HISTORY									33250 2
POLITICAL SCIENCE/GOVT	32750 2				32000 1		32000 1		34500 4
PSYCHOLOGY									21000 1
SOCIOLOGY			24000 1					21000 1	
INDUSTRIAL ENGINEERING									36700 5
NUCLEAR ENGINEERING									31500 1
COMPUTER SCIENCE									33000 1
INFORMATION SCIENCES		23000 1					29000 1		
BIOLOGICAL SCIENCES									31000 1
MATHEMATICS									33250 2

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			26250 1				20000 1		
ECONOMICS & FINANCE	30333 6								32000 1
MARKETING/MARKETING MANAG					20000 1				26000 1
ADVERTISING					21000 1				
COMMUNICATIONS				20000 1	17500 1		24500 2	25000 1	31750 2
JOURNALISM					19800 1				20000 1
TEXTILES & CLOTHING				29000 1					
FOREIGN LANGUAGES					24000 1				
LETTERS (incl. English)					25000 1	19250 2		16000 1	
VISUAL & PERFORMING ARTS				21000 2					
PSYCHOLOGY			26500 1				20000 1		
SOCIOLOGY					15000 1				
SOCIAL SCIENCES-OTHER								17250 1	27300 1

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			23000 1				25000 1	25329 2	27628 3
BUSINESS ADMINISTRATION					24500 2		24350 4		
DISTRIBUTION MANAGEMENT				26400 1			22000 1		
ECONOMICS & FINANCE							25980 5		24000 1
MARKETING/MARKETING MANAG		21550 4	26500 4	26000 1	29737 3	28000 1	24461 9		
ADVERTISING	18000 2								
COMMUNICATIONS					16000 1				
MERCHANDISING MANAGEMENT			26000 1						
LETTERS (incl. English)		22000 1			22000 2				
HISTORY							14000 1		
POLITICAL SCIENCE/GOVT		25000 1					32000 1	21600 1	
PSYCHOLOGY		25500 1			22000 1		25000 1		
SOCIAL SCIENCES-OTHER		12000 1	25000 1		20000 1		23500 2		
ELECTRICAL/ELECTRONIC								29530 1	
INFORMATION SCIENCES							28000 1		
BIOLOGICAL SCIENCES							20000 1		
MATHEMATICS								21000 1	

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ECONOMICS & FINANCE	17000 1		25000 1						
CIVIL ENGINEERING							26750 2		
INDUSTRIAL ENGINEERING									36300 3
MECHANICAL ENGINEERING			28476 1				38320 5	30542 1	37530 4

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOMICS & FINANCE									32000 1
MANAGEMENT INFO SYSTEMS								26000 1	
HISTORY							15000 1		
PSYCHOLOGY									24000 1
SOCIAL SCIENCES-OTHER						29000 1			
AEROSPACE & AERONAUTICAL	34000 1					31200 1			32250 2
CHEMICAL ENGINEERING			38900 1		39050 2		40200 5	40740 5	39599 18
CIVIL ENGINEERING									29125 4
COMPUTER ENGINEERING	35610 4			34700 1	37400 1				35079 16
ELECTRICAL/ELECTRONIC	35680 5		32000 1		36000 1			40500 1	35709 23 42000/35000
ENIVRONMENTAL ENGINEERING									37000 2
INDUSTRIAL ENGINEERING									33400 3
MECHANICAL ENGINEERING				34733 3	36240 1			34000 3	34902 32 45000/32088
NUCLEAR ENGINEERING									33000 1
ENGINEERING TECHNOLOGY									40000 1
COMPUTER SCIENCE	28000 3		29500 3						35850 2
COMPUTER PROGRAMMING									34000 1
INFORMATION SCIENCES	34500 1								
CHEMISTRY					35000 1				
MATHEMATICS							16000 1		

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	20000 1								
HUMAN RESOURCES (incl. LA	23000 1								
LETTERS (incl. English)									19000 1
PSYCHOLOGY							13500 1		
SOCIOLOGY							27500 1		
SOCIAL SCIENCES-OTHER	19000 1								16750 2
INFORMATION SCIENCES	23000 1								
HEALTH SCIENCES				36000 1					33667 3
NURSING				36500 4					
BIOLOGICAL SCIENCES			26000 1						24000 1

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					23000 1				
BUSINESS ADMINISTRATION							31200 1		
ECONOMICS & FINANCE						27750 4			
MANAGEMENT INFO SYSTEMS						29300 5	27000 1		
MARKETING/MARKETING MANAG			18500 1						
COMMUNICATIONS	25000 1	25000 1		18500 1					
FOREIGN LANGUAGES		31000 1	18000 1						
LETTERS (incl. English)	20000 1		12000 1			27000 1			
HUMANITIES - OTHER		17000 1							
HISTORY		20000 1							
POLITICAL SCIENCE/GOVT		20000 1		21000 1					
PSYCHOLOGY	24000 1	18938 8		21000 1					
SOCIOLOGY		18000 1	14500 1						
SOCIAL SCIENCES-OTHER	21500 2	17000 2			31000 1	17900 1			
AEROSPACE & AERONAUTICAL						25000 1			
COMPUTER ENGINEERING					39600 1	27000 1	37200 2		
ELECTRICAL/ELECTRONIC						32000 1	33000 1		
MECHANICAL ENGINEERING					35000 1				
COMPUTER SCIENCE					31273 26 38000/28000	31250 2	34675 6		
COMPUTER PROGRAMMING					29500 2				
INFORMATION SCIENCES						22000 2			
SYSTEMS ANALYSIS						31000 1			
MATHEMATICS						27000 1	33000 2	34500 1	

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
PHYSICS	23000 1	25000 2							
OTHER PHYSICAL & EARTH SC		15000 1							

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				26475 4					
BUSINESS ADMINISTRATION		31500 9	23000 1	27300 8					
DISTRIBUTION MANAGEMENT				21750 4					
ECONOMICS & FINANCE		30375 12		28125 4			32000 1		
MARKETING/MARKETING MANAG		27000 1		23286 7					22500 1
ELEMENTARY EDUCATION				23500 1					22868 10
PRE-ELEMENTARY EDUCATION									13260 1
MERCHANDISING MANAGEMENT				20000 1					
LETTERS (incl. English)		30500 1		18000 2					
VISUAL & PERFORMING ARTS		35000 1							
HUMANITIES - OTHER						20500 2			23000 1
HISTORY		27900 2				23000 1			25000 1
POLITICAL SCIENCE/GOVT		28750 2	23800 2			21600 1			
PSYCHOLOGY			20000 1						32000 1
SOCIAL SCIENCES-OTHER		18000 1		25500 2			23000 1		
BIOENGINEERING & BIOMEDIC		32000 1						23650 1	
CIVIL ENGINEERING		31167 3							
COMPUTER ENGINEERING		32000 1							
ELECTRICAL/ELECTRONIC		37000 4							
INDUSTRIAL ENGINEERING		34993 15							
MECHANICAL ENGINEERING		34000 10		36700 1					
NATURAL RESOURCES		16000 1							
COMPUTER SCIENCE		34107 11					37000 2		

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
COMPUTER PROGRAMMING		35000 - 1							
CHEMISTRY								30000 1	
MATHEMATICS		30000 2			27000 1				33000 1
PHYSICS		33000 1							

AVERAGE SALARY OFFERS JULY 1993 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28808 124 40700/23000	26143 38 35000/21000	28750 6	24750 4	30333 6		32000 1	31800 5	30826 46 41000/24000
BACHELOR - TECHNICAL		23000 1					29000 1		34550 10

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	30333 6		26375 2	22750 4	20329 7	19250 2	22250 4	19417 3	28133 6
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	18000 2	21338 8	25714 7	26200 2	24021 10	28000 1	24498 25 32400/18000	24086 3	26721 4
BACHELOR - TECHNICAL							24000 2	25265 2	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17000 1		25000 1						
BACHELOR - TECHNICAL			28476 1				35014 7	30542 1	37003 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL						29000 1	15000 1	26000 1	
BACHELOR - TECHNICAL	33810 14		31880 5	34725 4	37123 6	31200 1	36167 6	38467 9	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20667 3						20500 2		
BACHELOR - TECHNICAL	23000 1		26000 1	36400 5					

A3940-1.1 4

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

EASTERN REGION (ECEN)

Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Franklin Pierce College
Husson College
Iona College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
Rochester Institute of Technology
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
St. John Fisher College
St. Joseph's College
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 10, 1993 through August 13, 1993) and cumulatively (September 1, 1992, through August 13, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	45	595	$29229	$26280	$34000	$30000	$23000	218	3152	$28197	$27493	$33000	$28500	$23000
BUSINESS ADMINISTRATION	14	586	25429	24698	*	*	*	64	1490	27582	24555	33500	27500	22000
DISTRIBUTION MANAGEMENT	2	14	22500	26686	*	*	*	9	52	22489	26083	*	*	*
ECONOMICS & FINANCE	47	425	30404	26717	34000	31000	24500	113	1441	30278	26902	35000	31000	24000
HOTEL/RESTAURANT MGMT.	+	26	+	21504				+	112	+	20780			
HUMAN RESOURCES (incl. LA	+	30	+	22523				1	82	23000	22759	*	*	*
MANAGEMENT INFO SYSTEMS	2	119	30500	29653	*	*	*	9	417	28944	29519	*	*	*
MARKETING/MARKETING MANAG	6	294	24333	23441	*	*	*	42	1251	24619	24361	29000	25000	18000
REAL ESTATE	+	5	+	21952				+	18	+	25575			
COMMUNICATIONS														
ADVERTISING	+	11	+	20662				3	44	19000	21515	*	*	*
COMMUNICATIONS	9	146	24444	21124	*	*	*	20	315	23975	21498	32000	23000	17500
JOURNALISM	1	30	25000	22050	*	*	*	3	106	21600	20503	*	*	*
TELECOMMUNICATIONS/BROADC	+	17	+	24144				+	51	+	23459			
EDUCATION														
ELEMENTARY EDUCATION	+	206	+	20081				11	439	22925	20097	*	*	*
PRE-ELEMENTARY EDUCATION	+	17	+	16498				1	47	13260	16463	*	*	*
PHYSICAL EDUCATION	1	18	28869	21419	*	*	*	1	35	28869	21376	*	*	*
SPECIAL EDUCATION	+	47	+	22408				+	98	+	21837			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	9	+	20013				+	55	+	20455			
TEXTILES & CLOTHING	+	12	+	20458				1	52	29000	21769	*	*	*
MERCHANDISING MANAGEMENT	+	14	+	20786				2	29	23000	21083	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	3	28	30667	22521	*	*	*	6	54	27500	23025	*	*	*
LETTERS (incl. English)	12	99	22042	21496	*	*	*	29	209	22172	21285	30000	22000	14000
VISUAL & PERFORMING ARTS	1	35	10000	20478	*	*	*	4	87	21750	20591	*	*	*
HUMANITIES - OTHER	4	28	19625	23332	*	*	*	8	99	19938	24373	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	30	+	23853				+	64	+	22680			
HISTORY	33	81	23827	24504	30000	23000	20000	42	143	23943	23839	32000	23000	20000
POLITICAL SCIENCE/GOVT	22	97	26341	24240	32000	25000	21500	40	222	27333	24478	35000	25750	21000
PSYCHOLOGY	14	85	22660	20688	*	*	*	34	232	21860	20571	27000	22000	18000
SOCIOLOGY	6	34	24583	22911	*	*	*	12	78	22292	22079	*	*	*
SOCIAL SCIENCES-OTHER	32	76	26125	23228	32500	25750	20000	53	212	24225	22684	32500	24000	17250
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	24	30000	31387	*	*	*	6	105	30783	31583	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	33800				+	19	+	31796			
ARCHITECTURAL ENGINEERING	+	14	+	27801				+	43	+	28296			
BIOENGINEERING & BIOMEDIC	1	4	29500	34875	*	*	*	3	17	28383	30874	*	*	*
CHEMICAL ENGINEERING	8	140	34725	38331	*	*	*	39	748	38777	39482	41200	40000	36000
CIVIL ENGINEERING	10	170	29651	29148	*	*	*	19	684	29474	29211	*	*	*
COMPUTER ENGINEERING	5	111	29600	34633	*	*	*	32	448	34275	33963	37600	35350	31000
ELECTRICAL/ELECTRONIC	34	388	33236	34535	38000	33000	30000	72	1396	34455	34313	38000	35500	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				2	6	$37000	$31569	*	*	*
INDUSTRIAL ENGINEERING	8	121	$31616	$33165	*	*	*	34	502	34424	32940	$37400	$34350	$32500
MECHANICAL ENGINEERING	18	337	33593	34190	*	*	*	80	1538	34705	34460	38600	35000	30000
METALLURGICAL ENGINEERING	+	28	+	34718				+	115	+	34178			
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	41	+	31826			
NUCLEAR ENGINEERING	+	3	+	35207				2	16	32250	34755	*	*	*
PETROLEUM ENGINEERING	+	8	+	37300				+	47	+	38387			
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	5	72	36012	30862	*	*	*	6	192	36677	29236	*	*	*
INDUSTRIAL TECHNOLOGY	+	6	+	26917				+	18	+	28701			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	22	+	23595				+	59	+	22890			
ANIMAL SCIENCES	+	7	+	26572				+	31	+	22060			
PLANT SCIENCES	+	5	+	23400				+	8	+	24000			
NATURAL RESOURCES	+	9	+	25775				1	28	16000	22442	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	24718				+	30	+	25378			
COMPUTER SCIENCE														
COMPUTER SCIENCE	34	282	31676	31609	$39000	$31000	$23000	90	872	32078	31329	38000	33000	25000
COMPUTER PROGRAMMING	+	10	+	35990				4	46	32000	31599	*	*	*
INFORMATION SCIENCES	2	30	32250	30971	*	*	*	9	162	27333	29723	*	*	*
SYSTEMS ANALYSIS	+	4	+	31000				1	8	31000	31733	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	54	+	30945				+	90	+	29208			
HEALTH SCIENCES	+	18	+	24736				4	48	34250	23561	*	*	*
NURSING	+	161	+	30448				4	294	36500	31094	*	*	*
PHARMACY	+	40	+	43709				+	117	+	43108			
SCIENCES														
ACTUARIAL	+	28	+	33168				+	52	+	33188			
ARCHITECTURAL & ENVIRONME	3	13	29832	23697	*	*	*	3	49	29832	23676	*	*	*
BIOLOGICAL SCIENCES	2	42	22600	20796	*	*	*	6	101	24367	21558	*	*	*
CHEMISTRY	2	23	24000	24661	*	*	*	4	70	28250	28002	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	29200				+	10	+	28216			
MATHEMATICS	22	76	30636	27025	36000	31000	24000	34	166	30147	26524	36000	30800	21000
PHYSICS	1	7	31000	32701	*	*	*	5	17	27400	26835	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	15	15000	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	410	5491						1187	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	36	360	$31136	$27634	$34000	$32000	$26000	160	2301	$29332	$28238	$34000	$30000	$23000
ACCOUNTING (PRIVATE)	13	234	25231	25340	*	*	*	52	818	25855	25847	30434	26250	20000
COMMERCIAL BANKING (CONSU	5	90	25300	22225	*	*	*	12	207	27025	23129	*	*	*
COMMERCIAL BANKING (LENDI	3	53	32333	23544	*	*	*	7	235	28000	25515	*	*	*
INVESTMENT BANKING (CORP	16	45	31375	29089	*	*	*	22	87	31091	29374	33000	32000	28000
INVESTMENT BANKING (MERG	1	5	32500	28900	*	*	*	1	15	32500	31100	*	*	*
INVESTMENT BANKING (REAL	+	2	+	17480				2	14	30500	21707	*	*	*
INVESTMENT BANKING (SALE	+	9	+	18667				5	46	31800	27490	*	*	*
FINANCIAL/TREASURY ANALYS	35	164	31414	28784	35000	32000	25500	91	487	31462	28396	35000	32500	25000
PORTFOLIO MANAGEMENT / BR	2	31	29000	25039	*	*	*	8	84	30000	24372	*	*	*
UNDERWRITING	1	44	30000	26546	*	*	*	1	136	30000	25447	*	*	*
INSURANCE - CLAIMS	6	52	26440	24654	*	*	*	8	132	26424	23556	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	18916				4	49	22750	20479	*	*	*
MEDIA PLANNING	2	16	22750	21531	*	*	*	9	38	20867	21403	*	*	*
REPORTING	+	12	+	18000				2	37	19250	18023	*	*	*
COMMUNICATIONS-PRODUCTION	1	27	23000	21806	*	*	*	5	60	22400	21770	*	*	*
PUBLIC RELATIONS	3	43	22000	20492	*	*	*	6	96	20708	20980	*	*	*
WRITING / EDITING	1	22	23000	20705	*	*	*	7	54	27400	21496	*	*	*
MARKETING														
ADVERTISING	5	30	23600	21370	*	*	*	7	67	22000	21732	*	*	*
BRAND/PRODUCT MANAGEMENT	1	76	30000	24168	*	*	*	9	179	22300	24948	*	*	*
BUYER/MERCHANDISING	4	49	24000	24533	*	*	*	11	288	25091	24540	*	*	*
DISTRIBUTION	+	30	+	26130				2	86	26200	26777	*	*	*
MARKET RESEARCH	2	41	22500	24764	*	*	*	12	102	23768	25012	*	*	*
PURCHASING	+	11	+	27742				1	24	28000	25925	*	*	*
SALES	18	393	25400	25536	*	*	*	45	1282	24837	25606	29000	25000	20000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	24	23000	20832	*	*	*	6	69	24298	21499	*	*	*
GOV'T-FINANCE, TAXATION,	3	32	30500	25281	*	*	*	7	111	28341	25020	*	*	*
ECONOMIC PROGRAMS	1	7	24000	24086	*	*	*	2	19	20500	22261	*	*	*
LAW ENFORCEMENT	1	31	22000	24446	*	*	*	1	66	22000	24306	*	*	*
MILITARY	1	21	22500	24328	*	*	*	3	74	25325	24755	*	*	*
NATIONAL SECURITY	1	1	26788	26788	*	*	*	1	6	26788	29265	*	*	*
URBAN / REGIONAL PLANNING	+	10	+	22070				+	28	+	24988			
ENGINEERING														
BIOENGINEERING	2	6	34448	30816	*	*	*	2	11	34448	30809	*	*	*
DESIGN / CONSTRUCT	1	148	35000	30765	*	*	*	8	790	35013	30842	*	*	*
ENVIRONMENTAL/SANITATION	+	25	+	31172				1	137	30542	31309	*	*	*
MANUFACTURING/INDUSTRIAL	6	147	34083	34296	*	*	*	13	741	35655	34705	*	*	*
SYSTEMS / PROGRAMMING	4	50	36750	33590	*	*	*	18	217	34463	32984	*	*	*
POWER SYSTEMS	+	40	+	34296				+	170	+	34227			
SOFTWARE DESIGN & DEVELOP	15	98	33500	34613	*	*	*	20	317	33095	34226	38900	32500	27000
HARDWARE DESIGN & DEVELOP	1	41	34000	36468	*	*	*	5	235	34580	35844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	55	$36200	$34734	*	*	*	7	197	$36991	$34850	*	*	*
TESTING	+	33	+	31180				2	114	30100	32535	*	*	*
PROCESS ENGINEERING	3	97	32433	37457	*	*	*	10	515	32930	38874	*	*	*
PROJECT ENGINEERING	7	133	31204	33755	*	*	*	17	544	34743	34400	*	*	*
OTHER ENGINEERING	44	505	31908	33715	$37500	$31704	$29500	151	1547	34477	33811	$40000	$35000	$30000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	23	+	25666				4	50	21250	23546	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23400				+	3	+	24490			
MEDICAL TECHNOLOGY	+	15	+	26272				1	35	26000	25471	*	*	*
NURSES / PERSONAL CARE	+	164	+	30213				5	302	36400	30843	*	*	*
OCCUPATIONAL THERAPY	+	17	+	34976				+	28	+	32077			
PHARMACIST	+	40	+	43284				+	118	+	42887			
PHYSICAL THERAPY	+	2	+	21750				2	15	20500	24025	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	47	18500	24323	*	*	*	8	117	24500	22698	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	4	21	20900	20045	*	*	*	10	70	21860	19871	*	*	*
COUNSELING	3	34	18500	17829	*	*	*	22	103	19864	18975	25000	18750	15000
FUNDRAISING / DEVELOPMENT	4	13	15750	17299	*	*	*	8	25	15750	16218	*	*	*
SOCIAL WORK	+	24	+	19194				3	67	20167	19092	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	19	173	31368	30342	*	*	*	51	616	31308	29542	36200	31000	25000
INFORMATION SYSTEMS	9	105	33000	29842	*	*	*	29	407	29238	30227	34500	29000	24000
SYSTEMS ANALYSIS & DESIGN	11	93	28036	31425	*	*	*	24	338	31169	31156	38000	32100	24000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	34	35000	32462	*	*	*	2	68	34750	31809	*	*	*
AGRICULTUR/NATURAL RESOU	1	22	21840	22919	*	*	*	1	79	21840	21397	*	*	*
ARCHITECTURE	+	4	+	19611				+	22	+	21097			
CONSULTING	41	209	31439	30880	37000	32000	25000	121	828	32069	30956	37400	33000	27000
HUMAN RESOURCES	4	46	22750	22682	*	*	*	8	115	22700	23366	*	*	*
MANAGEMENT TRAINEE	21	569	24024	23495	29000	23000	20000	55	1683	24700	23427	31200	23500	20000
MATH/STATISTICIANS	1	8	28000	28881	*	*	*	2	20	27500	26652	*	*	*
PARALEGAL	19	29	22505	22441	*	*	*	23	49	22313	21967	24500	22000	20000
RESEARCH - NONTECHNICAL	2	8	28750	27913	*	*	*	6	23	31083	24153	*	*	*
RESEARCH - TECHNICAL	2	20	26500	24691	*	*	*	4	58	26663	26392	*	*	*
TEACHING	19	418	18283	20172	*	*	*	35	856	20709	20270	28000	21500	12500
TOTALS	410	5491						1187	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 6 SEPTEMBER 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	44	+	$29819				+	144	+	$30284			
MBA--NON-TECH	1	190	$24000	36204	*	*	*	12	600	$35633	36513	*	*	*
MBA--TECH	2	37	28250	38984	*	*	*	5	106	32500	40980	*	*	*
MS-BUSINESS	2	15	38750	45389	*	*	*	5	22	35300	41652	*	*	*
ECONOMICS & FINANCE (BANK	+	13	+	35993				+	36	+	35275			
HUMAN RESOURCES (INCL LAB	+	4	+	32125				+	19	+	30837			
MANAGEMENT INFORMATION SY	+	3	+	32100				+	20	+	36155			
MARKETING/MKTNG MGT (RESE	+	10	+	42300				+	22	+	40104			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	3	+	14850				+	5	+	19270			
JOURNALISM	+	1	+	30000				+	4	+	25250			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	32616				+	34	+	30581			
ELEMENTARY EDUCATION	1	23	25000	22360	*	*	*	1	50	25000	25222	*	*	*
PHYSICAL EDUCATION	+	4	+	25750				+	6	+	23833			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	9	+	25743				+	16	+	26236			
HUMANITIES														
HUMANITIES - OTHER	+	11	+	26477				+	19	+	27419			
SOCIAL SCIENCES														
PSYCHOLOGY	+	10	+	34111				1	20	32000	33821	*	*	*
SOCIAL SCIENCES - OTHER	+	15	+	26102				+	23	+	26893			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	20	+	38108				+	32	+	39757			
AGRICULTURAL	+	+	+	+				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	1	+	37020				+	3	+	37673			
CHEMICAL	+	5	+	39859				+	34	+	40874			
CIVIL	1	63	37000	35195	*	*	*	3	136	37347	34606	*	*	*
COMPUTER	1	11	52000	37991	*	*	*	3	47	46333	39161	*	*	*
ELECTRICAL/ELECTRONIC	2	100	36250	41865	*	*	*	27	335	41680	41291	$45000	$42000	$37000
INDUSTRIAL	+	37	+	41402				9	81	39289	40259	*	*	*
MECHANICAL	3	97	36333	40155	*	*	*	11	272	40227	40457	*	*	*
METALLURGICAL	+	4	+	32275				+	8	+	34575			

continued

ECPO REGIONAL Report No. 6 SEPTEMBER 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	1	+	$30000				+	1	+	$30000			
NUCLEAR	+	3	+	43007				+	6	+	43170			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	23	+	30315				+	26	+	31201			
HEALTH SCIENCES	+	20	+	26074				+	33	+	27848			
NURSING	+	8	+	31313				+	13	+	34513			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	4	+	32176				+	6	+	30451			
ARCHITECTURAL & ENVIRONME	1	3	$33600	39000	*	*	*	1	3	$33600	39000	*	*	*
BIOLOGICAL	+	2	+	33800				+	4	+	30650			
CHEMISTRY	+	10	+	37640				+	26	+	35690			
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	75	32250	42867	*	*	*	19	169	34440	40115	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	7	29000	33594	*	*	*	2	17	29500	35480	*	*	*
MATHEMATICS (INCL ACTUARI	+	8	+	31848				+	25	+	33183			
PHYSICS	+	2	+	30000				+	5	+	31800			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	19	912						99	2435					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	77	$62500	$41076	*	*	*	15	267	$51117	$44326	*	*	*
MBA--TECH	2	12	44378	47563	*	*	*	3	65	56252	52278	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	6	173	55167	46524	*	*	*	32	496	49453	49165	$60000	$48000	$38500
MBA--TECH	2	41	48000	47126	*	*	*	10	184	51790	54286	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	6	120	53667	46465	*	*	*	36	418	51534	50637	67000	47900	40000
MBA--TECH	8	72	45260	53198	*	*	*	26	202	51209	56040	65000	47100	42000
TOTALS	26	495						122	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	2	+	$42900				+	3	+	$43600			
COMPUTER & INFOR SCIENCES	+	17	+	57601				+	35	+	56513			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	49419				1	30	$30000	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	8	$30000	32556	*	*	*	1	9	30000	31494	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	7	+	30357				+	11	+	32291			
SOCIOLOGY	+	2	+	37500				+	5	+	33773			
SOCIAL SCIENCES	+	1	+	33360				+	3	+	31120			
ENGINEERING														
AEROSPACE	+	3	+	54667				+	3	+	54667			
CHEMICAL	+	3	+	58753				1	50	25000	55078	*	*	*
CIVIL	+	6	+	45029				+	10	+	48268			
COMPUTER	+	4	+	42125				1	14	66667	53912	*	*	*
ELECTRICAL/ELECTRONIC	+	34	+	57785				4	80	45505	57076	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	20	+	57678				1	47	57204	54217	*	*	*
METALLURGICAL	+	5	+	46748				+	20	+	49425			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	46000				+	8	+	36250			
BIOLOGICAL	+	3	+	33333				+	4	+	34500			
CHEMISTRY	1	10	54000	49594	*	*	*	2	41	54300	50933	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	5	+	33400				+	6	+	39500			
PHYSICS	+	1	+	41000				1	8	54000	50600	*	*	*
POLYMER	+	1	+	51600				+	4	+	55035			
TOTALS	2	150						12	396					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	29231 148 40700/23000	23000 1		26686 7	25222 9	32000 1	23750 2		
BUSINESS ADMINISTRATION	26625 4			27250 4		35000 2		29833 6	
ECONOMICS & FINANCE	28000 4			30333 9	32426 27 38000/29000	32400 1	29000 3	31442 26 40000/27000	31167 3
MANAGEMENT INFO SYSTEMS		25000 1						29500 2	
MARKETING/MARKETING MANAG		20500 5		29000 2		19000 2		27000 1	
ADVERTISING		18000 2							
COMMUNICATIONS		17833 3		28000 2		21000 1			
JOURNALISM		19800 1							
FOREIGN LANGUAGES		24000 1						25000 1	
LETTERS (incl. English)	26000 1	20500 2			31750 2	25000 1	18500 1	23833 3	
VISUAL & PERFORMING ARTS								35000 1	
HISTORY		22667 3		33000 1	24000 1	20000 1		33000 5	
POLITICAL SCIENCE/GOVT	30833 3	24000 2	32000 1		33667 6		22000 1	26700 8	35250 2
PSYCHOLOGY		22500 2		24000 1	20000 1			26000 2	24750 2
SOCIOLOGY				23000 2	26250 2	18000 1			36000 1
SOCIAL SCIENCES-OTHER	32000 1			29500 2	32500 4	25150 2	24450 2	27205 11	
AEROSPACE & AERONAUTICAL		25000 1							
BIOENGINEERING & BIOMEDIC								32000 1	
CHEMICAL ENGINEERING									41900 1
CIVIL ENGINEERING					34000 1	37000 1		31325 4	27309 3
COMPUTER ENGINEERING						37000 2	25000 1	34000 2	
ELECTRICAL/ELECTRONIC					34167 3	36200 3	36000 6	34929 7	34652 4
INDUSTRIAL ENGINEERING					33000 3			35069 13	31000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT		ADVERTISING		ARCHITECTURAL	BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SOFTW		CONSULTING SER		ENGINEERING /	
MECHANICAL ENGINEERING						35000	1	33000	1			32500	2	33708	12	33740	5
ENGINEERING TECHNOLOGY														32000	1	34560	1
NATURAL RESOURCES																16000	1
COMPUTER SCIENCE	28000	1	19000	1		30625	4	34000	1			29657	14	32954	18	32000	1
COMPUTER PROGRAMMING										32500	1			35000	1		
INFORMATION SCIENCES								29000	1	32500	1	26000	2				
SYSTEMS ANALYSIS												31000	1				
ARCHITECTURAL & ENVIRONME														37000	1		
BIOLOGICAL SCIENCES								31000	1			20000	1				
MATHEMATICS	34200	2				28250	2					33000	4	31200	5		
PHYSICS														32000	2		

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	28500	4			28667	3	26400	10	27000	1	25000	6			23000	1	23000	2
BUSINESS ADMINISTRATION	29938	12					26200	5			24560	10						
DISTRIBUTION MANAGEMENT	22000	1									22000	4	21000	1				
ECONOMICS & FINANCE	29265	17	33000	1			29667	3			20667	3			17000	1	25000	1
MANAGEMENT INFO SYSTEMS	34000	1					27000	1									26000	1
MARKETING/MARKETING MANAG	25000	1									25125	12	21500	2			37700	1
COMMUNICATIONS	22000	1									17000	1					24667	3
JOURNALISM																	20000	1
ELEMENTARY EDUCATION	23500	1																
MERCHANDISING MANAGEMENT											23000	2						
FOREIGN LANGUAGES	33500	2																
LETTERS (incl. English)			12000	1			25750	4			29000	1			19250	2		
HUMANITIES - OTHER									20500	2	25000	1						
HISTORY	33000	2					26000	1	22036	14	14000	1						
POLITICAL SCIENCE/GOVT	29250	4							22620	5	19000	1					24000	1
PSYCHOLOGY							24160	4			24000	1						
SOCIAL SCIENCES-OTHER	26667	6					20000	1	20000	1	24400	5						
COMPUTER ENGINEERING	36000	2																
ELECTRICAL/ELECTRONIC	42000	1																
INDUSTRIAL ENGINEERING	36583	6																
MECHANICAL ENGINEERING	33000	2																
NUCLEAR ENGINEERING	31500	1																
COMPUTER SCIENCE	33857	7					33000	1	40000	1	24000	1	30000	1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INFORMATION SCIENCES									23000 1
BIOLOGICAL SCIENCES				24200 1					
MATHEMATICS	33938 8			34500 1	30600 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING					26000 1	26179 4	31826 1		20000 1
ECONOMICS & FINANCE	32000 2	32000 1				27300 5			
HUMAN RESOURCES (incl. LA									23000 1
MARKETING/MARKETING MANAG			24000 2		22500 1	30434 1			
COMMUNICATIONS					25000 2				
ELEMENTARY EDUCATION					22868 10				
PRE-ELEMENTARY EDUCATION					13260 1				
PHYSICAL EDUCATION					28869 1				
FOREIGN LANGUAGES					18000 1				
LETTERS (incl. English)					22125 4				
VISUAL & PERFORMING ARTS					10000 1				
HUMANITIES - OTHER					18833 3				
HISTORY				21800 1	20400 5	24894 2	22000 1		
POLITICAL SCIENCE/GOVT					20000 2		21600 1		
PSYCHOLOGY		20000 1	21000 1		22000 2		24000 2	17250 2	13500 1
SOCIOLOGY			21500 1	15000 1					18500 1
SOCIAL SCIENCES-OTHER		18000 1			16700 5	22500 2		19000 1	21500 1
AEROSPACE & AERONAUTICAL						30000 1			
BIOENGINEERING & BIOMEDIC					23650 1			29500 1	
CIVIL ENGINEERING						30000 1	25927 3		
COMPUTER ENGINEERING					25333 3				
ELECTRICAL/ELECTRONIC		28500 1	37000 1	36200 1		29530 1	17425 1		
ENIVRONMENTAL ENGINEERING		32000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
INDUSTRIAL ENGINEERING							17425 1		
MECHANICAL ENGINEERING				36700 1		29238 2	30542 1		
NUCLEAR ENGINEERING						33000 1			
ENGINEERING TECHNOLOGY				40000 1					
COMPUTER SCIENCE			28000 3	28000 1			31250 4		
INFORMATION SCIENCES								32000 1	23000 1
HEALTH SCIENCES								38500 2	30000 2
NURSING								38333 3	31000 1
ARCHITECTURAL & ENVIRONME							30655 1		
BIOLOGICAL SCIENCES		24000 1			21000 1				
CHEMISTRY					22000 1				
MATHEMATICS					21800 5		21000 1		
PHYSICS	23000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING		19500 1		21000 1	27900 1		23750 2		27667 3
BUSINESS ADMINISTRATION									29780 5
DISTRIBUTION MANAGEMENT							22000 1		23000 1
ECONOMICS & FINANCE					27000 1				
MARKETING/MARKETING MANAG			18500 1						28250 2
ADVERTISING									21000 1
COMMUNICATIONS	26000 1		19750 2						
LETTERS (incl. English)	19000 1		16000 2	15000 3					
HISTORY				14000 1					
POLITICAL SCIENCE/GOVT			21000 1						
PSYCHOLOGY			20300 7						28000 1
SOCIOLOGY	27500 1		14500 1						
SOCIAL SCIENCES-OTHER	23000 1		17800 5	18000 1					
AEROSPACE & AERONAUTICAL					31733 3				
CHEMICAL ENGINEERING					39960 1		30900 2		38766 14
CIVIL ENGINEERING								28000 3	
COMPUTER ENGINEERING					37300 3		40800 1		31000 1
ELECTRICAL/ELECTRONIC					35750 2		21000 1		31566 6
INDUSTRIAL ENGINEERING					34000 1		37000 1		
MECHANICAL ENGINEERING							38414 7	37500 2	36300 7
COMPUTER SCIENCE					37024 2				31500 2
ARCHITECTURAL & ENVIRONME									21840 1
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
CHEMISTRY									30500 2
MATHEMATICS					16000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	19000	1	29500	2	32000	2												
BUSINESS ADMINISTRATION	18000	1	30625	4	33000	2							20000	1				
ECONOMICS & FINANCE	27000	1	33250	2														
MANAGEMENT INFO SYSTEMS	29250	2	31000	1														
MARKETING/MARKETING MANAG	28581	2			28500	1	29000	1										
COMMUNICATIONS			28500	2														
HUMANITIES - OTHER			20000	1														
HISTORY					30000	1												
POLITICAL SCIENCE/GOVT	27000	1																
PSYCHOLOGY															27000	1		
SOCIAL SCIENCES-OTHER	25500	1																
AEROSPACE & AERONAUTICAL			34500	1														
CHEMICAL ENGINEERING			36000	1			34650	2							40480	10	38500	1
CIVIL ENGINEERING			30000	2														
COMPUTER ENGINEERING	35300	3	34892	12											35500	1		
ELECTRICAL/ELECTRONIC	36399	6	35117	18	34000	1							35000	1	38833	3		
ENIVRONMENTAL ENGINEERING													42000	1				
INDUSTRIAL ENGINEERING															38400	1		
MECHANICAL ENGINEERING	32833	3	34996	14			38000	1	34200	1			35200	2	38000	1	34000	1
ENGINEERING TECHNOLOGY	37000	1													40000	1		
COMPUTER SCIENCE	32875	12	36167	3	33000	1												
COMPUTER PROGRAMMING					34000	1												
INFORMATION SCIENCES	34500	1																

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MATHEMATICS	34167 3								

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							23667 3
BUSINESS ADMINISTRATION	20000 1		29500 1				23333 6
DISTRIBUTION MANAGEMENT					26400 1		
ECONOMICS & FINANCE			31000 1				23000 1
MARKETING/MARKETING MANAG				18000 1		26000 1	22233 3
COMMUNICATIONS							31750 2
JOURNALISM							25000 1
TEXTILES & CLOTHING					29000 1		
FOREIGN LANGUAGES							31000 1
LETTERS (incl. English)							30500 1
VISUAL & PERFORMING ARTS					21000 2		
HUMANITIES - OTHER							17000 1
HISTORY							20750 2
POLITICAL SCIENCE/GOVT							30000 1
PSYCHOLOGY							18000 3
SOCIOLOGY							18000 1
CHEMICAL ENGINEERING						39000 1	39717 6
CIVIL ENGINEERING							30000 1
COMPUTER ENGINEERING							38000 1
ELECTRICAL/ELECTRONIC			32400 5				
INDUSTRIAL ENGINEERING			33375 4				34900 3
MECHANICAL ENGINEERING			33000 2			36020 1	34131 11
ENGINEERING TECHNOLOGY						36500 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
COMPUTER SCIENCE	36000 1		30500 3				34514 7
COMPUTER PROGRAMMING					26500 1		
INFORMATION SCIENCES							20000 1
CHEMISTRY				30000 1			
MATHEMATICS							27000 1
PHYSICS							25000 2
OTHER PHYSICAL & EARTH SC							15000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	29163 161 40700/23000	21122 23 26000/17000	32000 1	28160 30 40000/22000	30663 52 38000/25000	25558 12	24878 9	29452 66 40000/24000	31188 8
BACHELOR - TECHNICAL	32133 3	22000 2		30571 7	32955 11	35575 8	30845 31 43000/24000	33543 67 45000/30000	32041 17

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	28986 52 40000/22000	22500 2	28667 3	26091 29 35000/22000	22157 23 27000/20000	23815 48 30000/20000	21333 3	19625 4	25270 10
BACHELOR - TECHNICAL	34796 27 42000/31500			30567 3	35300 2	24000 1	30000 1		23000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	32000 2	23333 3	22625 4	18400 2	20815 39 32500/12500	26174 14	24685 5	17833 3	19300 5
BACHELOR - TECHNICAL	23000 1	28167 3	30250 4	35225 4	22877 11	30168 6	26652 12	36214 7	28500 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	23875 4	19500 1	18768 19	16333 6	27450 2		23167 3		27723 13
BACHELOR - TECHNICAL					34047 13		35792 12	31800 5	34972 34 42000/30000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25796 9	29667 12	31417 6	29000 1			20000 1	27000 1	
BACHELOR - TECHNICAL	34183 29 40000/30000	34897 51 40000/32200	33667 3	35767 3	34200 1		36850 4	39600 17	36250 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20000 1		30250 2	18000 1	24350 4	26000 1	
BACHELOR - TECHNICAL	36000 1		32357 14	30000 1	26500 1	37173 3	

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	32833 6						39500 1	24000 1	
MBA--TECH								30000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH	34000 2								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									26500 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH							41000 1		
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	43100 1								
MBA--TECH			38000 1						

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH			41500 2				
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	29250 147 40700/23000	26023 43 35000/21000	24267 3	25000 1	25000 1				27167 6
BUSINESS ADMINISTRATION	27833 3	18000 1	29667 3	20000 1					30133 15
DISTRIBUTION MANAGEMENT									22000 1
ECONOMICS & FINANCE	28000 4	28333 3	35500 1	28000 3	29813 8			37667 3	32767 30 40000/30000
MANAGEMENT INFO SYSTEMS									34000 1
MARKETING/MARKETING MANAG		25217 2							25000 1
COMMUNICATIONS			22000 1	34000 1					
FOREIGN LANGUAGES		25000 1			33500 2				
LETTERS (incl. English)					32000 1			25000 1	31500 1
HISTORY				33000 1	32000 1				32833 3
POLITICAL SCIENCE/GOVT	32500 3	24000 1			32000 2		32000 1		32000 9
PSYCHOLOGY			24000 1						21500 2
SOCIOLOGY			23000 2					21000 1	
SOCIAL SCIENCES-OTHER	32000 1				32400 5	32500 1			28500 5
CIVIL ENGINEERING									34000 1
ELECTRICAL/ELECTRONIC					32500 1				
INDUSTRIAL ENGINEERING									35750 6
MECHANICAL ENGINEERING									35000 1
NUCLEAR ENGINEERING									31500 1
COMPUTER SCIENCE									33500 2
INFORMATION SCIENCES		23000 1					29000 1		
BIOLOGICAL SCIENCES									31000 1
MATHEMATICS	34200 2		35000 1		31000 1				33500 5

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			28000 1						
BUSINESS ADMINISTRATION		30000 1	26375 2				20000 1		
ECONOMICS & FINANCE	30000 8		24000 1						32000 1
MANAGEMENT INFO SYSTEMS			27000 1						
MARKETING/MARKETING MANAG					20000 1				26000 1
ADVERTISING					21000 1				
COMMUNICATIONS				20000 1	17500 1		24000 3	23000 2	28833 3
JOURNALISM					19800 1			25000 1	20000 1
TEXTILES & CLOTHING				29000 1					
FOREIGN LANGUAGES					24000 1				
LETTERS (incl. English)			30000 1		25000 1	19250 2		16000 1	
VISUAL & PERFORMING ARTS				21000 2					
HISTORY								20000 1	
POLITICAL SCIENCE/GOVT					22750 2				
PSYCHOLOGY			24820 2				20000 1		
SOCIOLOGY					15000 1				
SOCIAL SCIENCES-OTHER								17250 1	27300 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			23000 1				27250 4	25329 2	27628 3
BUSINESS ADMINISTRATION					24667 3		24340 10		
DISTRIBUTION MANAGEMENT				26400 1			22000 1		
ECONOMICS & FINANCE							25980 5		28875 4
MARKETING/MARKETING MANAG		21550 4	26500 4	26000 1	29737 3	28000 1	24923 11		
ADVERTISING	18000 2								
COMMUNICATIONS			17000 1		16000 1		32000 1		
MERCHANDISING MANAGEMENT			26000 1						
LETTERS (incl. English)	25000 1	22000 1			22000 2		29000 1		
HUMANITIES - OTHER			25000 1				20000 1		
HISTORY	22667 3	30000 1					14000 1	23000 1	
POLITICAL SCIENCE/GOVT		25000 1	30000 1				27000 2	21600 1	
PSYCHOLOGY	25000 1	25500 1	24000 1		21000 2		25000 1		
SOCIAL SCIENCES-OTHER		12000 1	25000 1		20000 1		23250 4		
ELECTRICAL/ELECTRONIC								29530 1	
INFORMATION SCIENCES							28000 1		
BIOLOGICAL SCIENCES							22100 2		
MATHEMATICS								21000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ECONOMICS & FINANCE	17000 1		25000 1						
HISTORY		22000 1		26788 1					
PSYCHOLOGY	24000 1								
SOCIAL SCIENCES-OTHER			22500 1						
BIOENGINEERING & BIOMEDIC						29500 1			
CIVIL ENGINEERING							26750 2		37000 1
ELECTRICAL/ELECTRONIC						39396 1	35000 1		33000 2
INDUSTRIAL ENGINEERING									35680 5
MECHANICAL ENGINEERING			28476 1				38320 5	30542 1	36424 5

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION									29500 1
ECONOMICS & FINANCE									32000 1
MANAGEMENT INFO SYSTEMS								26000 1	
HISTORY							15000 1		
PSYCHOLOGY									24000 1
SOCIAL SCIENCES-OTHER			25500 1			29000 1			
AEROSPACE & AERONAUTICAL	34000 1					31200 1			31500 3
CHEMICAL ENGINEERING			38900 1		39050 2		37288 8	37886 7	39609 21 42000/39000
CIVIL ENGINEERING								25927 1	28735 11
COMPUTER ENGINEERING	36073 6			34700 1	37400 1				35079 16
ELECTRICAL/ELECTRONIC	35914 7		35143 7	34000 1	36100 2			33625 4	33859 33 42000/30000
ENIVRONMENTAL ENGINEERING									37000 2
INDUSTRIAL ENGINEERING									31578 8
MECHANICAL ENGINEERING				34733 3	36240 1			34000 3	34615 44 45000/30940
NUCLEAR ENGINEERING									33000 1
ENGINEERING TECHNOLOGY			32000 1					37000 1	37765 4
COMPUTER SCIENCE	28000 3		30583 6						33733 3
COMPUTER PROGRAMMING									34000 1
INFORMATION SCIENCES	34500 1								
ARCHITECTURAL & ENVIRONME									30655 1
CHEMISTRY					35000 1				
MATHEMATICS			34000 4				16000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	20000 1								
HUMAN RESOURCES (incl. LA	23000 1								
LETTERS (incl. English)									19000 1
PSYCHOLOGY							13500 1		
SOCIOLOGY							27500 1		18500 1
SOCIAL SCIENCES-OTHER	19000 1								16750 2
INFORMATION SCIENCES	23000 1								
HEALTH SCIENCES				36000 1					33667 3
NURSING				36500 4					
BIOLOGICAL SCIENCES			26000 1						24000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					23000 1				
BUSINESS ADMINISTRATION							31200 1		
ECONOMICS & FINANCE					31000 1	27600 5			
MANAGEMENT INFO SYSTEMS						29300 5	27000 1		
MARKETING/MARKETING MANAG			18500 1						
COMMUNICATIONS	25500 2	25000 1		18500 1					
FOREIGN LANGUAGES		31000 1	18000 1						
LETTERS (incl. English)	18500 2		13333 3			27000 1	26000 1		
HUMANITIES - OTHER		17000 1							
HISTORY		20000 1	14000 1						
POLITICAL SCIENCE/GOVT		20000 1		21000 1		27000 1		35000 1	
PSYCHOLOGY	21300 2	18889 9	21000 1	21000 1					
SOCIOLOGY		18000 1	14500 1						
SOCIAL SCIENCES-OTHER	21667 3	17750 4			31000 2	17900 1			
AEROSPACE & AERONAUTICAL						25000 1			
COMPUTER ENGINEERING					35300 2	27000 1	29350 4		
ELECTRICAL/ELECTRONIC						33500 2	35965 3		
MECHANICAL ENGINEERING					35000 1		28500 1		
COMPUTER SCIENCE					31336 42 45000/25000	34333 6	31277 11		
COMPUTER PROGRAMMING					29500 2				
INFORMATION SCIENCES						27125 4			
SYSTEMS ANALYSIS						31000 1			
ARCHITECTURAL & ENVIRONME									21840 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
MATHEMATICS						27000 1	33000 2	34500 1	
PHYSICS	23000 1	25000 2							
OTHER PHYSICAL & EARTH SC		15000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				26475 4					
BUSINESS ADMINISTRATION		31350 10	22500 2	26340 10					
DISTRIBUTION MANAGEMENT			23000 1	21800 5					
ECONOMICS & FINANCE		31000 22 38000/27000		27200 10			32000 1		
MARKETING/MARKETING MANAG		27000 1		23500 10					22500 1
COMMUNICATIONS				22000 1					
ELEMENTARY EDUCATION				23500 1					22868 10
PRE-ELEMENTARY EDUCATION									13260 1
PHYSICAL EDUCATION									28869 1
MERCHANDISING MANAGEMENT				20000 1					
LETTERS (incl. English)		26500 2		20875 4					19750 2
VISUAL & PERFORMING ARTS		35000 1							10000 1
HUMANITIES - OTHER						20500 2			18833 3
HISTORY		30575 4		23750 2		22167 15			21750 4
POLITICAL SCIENCE/GOVT		25900 5	23800 2	19000 1		22200 3	26000 1		20000 1
PSYCHOLOGY		30000 1	24000 2					27000 1	22000 2
SOCIOLOGY		36000 1	18000 1	21500 1			31500 1		
SOCIAL SCIENCES-OTHER		27000 8		23667 3		21250 2	23000 1		11250 2
BIOENGINEERING & BIOMEDIC		32000 1						23650 1	
CIVIL ENGINEERING		31167 3							
COMPUTER ENGINEERING		32000 1							
ELECTRICAL/ELECTRONIC		35429 7							
INDUSTRIAL ENGINEERING		34993 15							

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
MECHANICAL ENGINEERING		34077 13		36700 1					
NATURAL RESOURCES		16000 1							
COMPUTER SCIENCE		34513 14			28000 1		37000 2		
COMPUTER PROGRAMMING		35000 1							
ARCHITECTURAL & ENVIRONME		37000 1							
BIOLOGICAL SCIENCES									21000 1
CHEMISTRY								28000 2	22000 1
MATHEMATICS		32500 7		28500 1	27000 1	30600 1			21800 5
PHYSICS		32000 2							

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29271 158 40700/23000	25910 51 35000/20000	26300 11	28000 7	31025 20 35000/27500	32500 1	32000 1	31800 5	30845 74 41000/24000
BACHELOR - TECHNICAL	34200 2	23000 1	35000 1		31750 2		29000 1		34147 17

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	30000 8	30000 1	26424 8	22750 4	20867 9	19250 2	22400 5	20708 6	27400 7
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	22000 7	22300 9	25091 11	26200 2	23768 12	28000 1	24892 42 35000/20000	23815 4	28341 7
BACHELOR - TECHNICAL							24067 3	25265 2	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	20500 2	22000 1	23750 2	26788 1					
BACHELOR - TECHNICAL			28476 1			34448 2	35013 8	30542 1	35655 13

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			25500 1			29000 1	15000 1	26000 1	
BACHELOR - TECHNICAL	34463 18		33495 19	34580 5	36991 7	31200 1	34922 9	35289 16	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20667 3						20500 2		
BACHELOR - TECHNICAL	23000 1		26000 1	36400 5					

AVERAGE SALARY OFFERS SEPTEMBER 1993 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	21733 9	19579 19	15750 8	20167 3	29000 4	27415 13	28067 3	35000 1	
BACHELOR - TECHNICAL	23000 1	21667 3			31504 47 45000/25000	30719 16	31612 21 39396/24000	34500 1	21840 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29896 55 38500/25000	22700 8	24402 53 35000/20000		21936 22 26000/20000	28125 4	27000 1	20457 28 32500/12000
BACHELOR - TECHNICAL		33880 66 42000/30000		32600 2	27500 2	30600 1	37000 2	26550 3	21714 7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Morgan State University
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
Seton Hall University
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1993 through February 10, 1993) and cumulatively (September 1, 1992, and February 10, 1993). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	65	216	$29460	$27905	$34000	$29500	$24500	85	740	$28811	$27151	$34000	$29400	$24500
BUSINESS ADMIN (INCL MGMT	10	62	28350	24497	*	*	*	17	199	26332	23231	*	*	*
DISTRIBUTION MANAGEMENT	+	+	+	+				1	7	26400	28271	*	*	*
ECONOM & FINANCE (BANKING	2	38	27000	24590	*	*	*	3	131	28000	25043	*	*	*
HOTEL/RESTAURANT MGMT.	+	2	+	20892				+	14	+	20147			
HUMAN RSRCS (incl LABOR R	+	3	+	39000				+	11	+	26617			
MANAGEMENT INFO SYSTEMS	+	12	+	28208				+	72	+	28631			
MARKETING/MARK MGMT (RESR	2	42	22610	25532	*	*	*	4	198	20532	24357	*	*	*
REAL ESTATE	+	1	+	16600				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26333				+	14	+	23129			
COMMUNICATIONS	1	10	18300	22628	*	*	*	1	42	18300	22004	*	*	*
JOURNALISM	+	3	+	18267				+	8	+	18538			
TELECOMMUN/BROADCASTING	+	2	+	23250				1	7	25500	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	26	+	19256				+	117	+	20746			
PRE-ELEMENTARY EDUCATION	+	2	+	21341				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	18500				+	9	+	22145			
SPECIAL EDUCATION	+	9	+	22802				+	19	+	22177			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	13000				+	14	+	19584			
TEXTILES & CLOTHING	+	+	+	+				+	2	+	17033			
MERCHANDISING MANAGEMENT	+	2	+	18000				+	5	+	19400			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	3	+	21822			
LETTERS (incl English, Li	1	5	24000	20960	*	*	*	2	24	21500	20222	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	21420				1	20	18000	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				2	8	29122	22101	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	3	18900	24467	*	*	*	1	10	18900	22570	*	*	*
HISTORY	1	4	15600	22213	*	*	*	1	15	15600	21334	*	*	*
POLITICAL SCIENCE/GOVT	1	10	22000	23236	*	*	*	1	19	22000	23122	*	*	*
PSYCHOLOGY	+	6	+	25917				+	24	+	21404			
SOCIOLOGY	+	2	+	21042				+	12	+	18990			
SOCIAL SCIENCES-OTHER	1	10	25000	20926	*	*	*	1	32	25000	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	3	34200	34400	*	*	*	1	14	34200	31990	*	*	*
AGRICULTURAL	+	+	+	+				+	4	+	33400			
ARCHITECTURAL	+	+	+	+				+	2	+	25000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	23500			
CHEMICAL	5	56	41004	40400	*	*	*	9	151	39996	39522	*	*	*
CIVIL	3	21	30643	29762	*	*	*	5	135	29086	29188	*	*	*
COMPUTER	+	31	+	31934				+	81	+	32911			
ELECTRICAL/ELECTRONIC	8	61	36138	33977	*	*	*	14	290	34996	33938	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL	3	35	$31547	$31865	*	*	*	5	85	$32021	33041	*	*	*
MECHANICAL	4	78	34300	34241	*	*	*	11	293	32696	34256	*	*	*
METALLURGICAL	+	5	+	34193				+	20	+	34221			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	11	+	32735			
NUCLEAR	+	+	+	+				+	2	+	34000			
PETROLEUM	+	+	+	+				+	12	+	39183			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	1	+	36000				5	14	27000	31071	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	28000				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	2	18000	19500	*	*	*	1	6	18000	21599	*	*	*
ANIMAL SCIENCES	4	4	24025	24025	*	*	*	4	9	24025	21966	*	*	*
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	+	1	+	18000				+	3	+	22000			
OTHER AGRICULTURAL SCIENC	1	5	22500	18700	*	*	*	1	9	22500	20889	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	12	57	31106	30305	*	*	*	13	122	30444	30772	*	*	*
COMPUTER PROGRAMMING	+	2	+	27750				+	4	+	27790			
INFORMATION SCIENCES & SY	1	8	29000	30175	*	*	*	2	43	29000	28231	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	4	32840	29185	*	*	*	1	7	32840	28855	*	*	*
HEALTH SCIENCES	+	3	+	16600				+	9	+	18997			
NURSING	+	3	+	25447				3	11	37167	30895	*	*	*
PHARMACY	+	5	+	45400				+	32	+	44004			
SCIENCES														
ACTUARIAL	+	+	+	+				+	1	+	36000			
ARCHITECTURAL & ENVIRONME	+	1	+	33280				1	5	20000	22296	*	*	*
BIOLOGICAL	+	5	+	21320				+	12	+	23649			
CHEMISTRY	1	2	28500	26250	*	*	*	1	11	28500	29785	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	28000				+	4	+	26240			
MATHEMATICS	+	12	+	25630				+	29	+	23053			
PHYSICS	+	2	+	22500				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	3	+	22333				+	4	+	21561			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	130	895						198	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	59	169	$29446	$28579	$33000	$29500	$26000	78	542	$28946	$27839	$33000	$29200	$26000
ACCOUNTING (PRIVATE)	7	46	29657	25231	*	*	*	9	173	26789	25346	*	*	*
COMMERCIAL BANKING (CNSMR	+	12	+	21750				+	26	+	21515			
COMMERCIAL BANKING (LENDG	+	1	+	20200				+	13	+	24160			
INVESTMT BANKING (CORP FN	+	1	+	21000				+	3	+	27667			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	36500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	6	+	20150			
INVESTMT BANKG (SALES & T	+	2	+	30000				+	4	+	24500			
FINANCIAL/TREASURY ANALYS	+	12	+	26842				1	54	26000	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				+	11	+	23817			
UNDERWRITING	+	4	+	23128				+	17	+	22176			
INSURANCE - CLAIMS	3	6	23000	21667	*	*	*	4	16	20625	22208	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	31000				1	18	18000	25740	*	*	*
MEDIA PLANNING	+	1	+	19800				1	5	25500	20060	*	*	*
REPORTING	+	1	+	12480				+	4	+	18870			
PRODUCTION	+	2	+	22250				+	8	+	23363			
PUBLIC RELATIONS	+	1	+	18000				+	11	+	21235			
WRITING / EDITING	+	1	+	18500				+	3	+	23933			
MARKETING														
ADVERTISING	+	2	+	26125				+	12	+	22546			
BRAND/PRODUCT MANAGEMENT	+	8	+	23330				1	31	30000	24861	*	*	*
BUYER/MERCHANDISING	+	5	+	25900				4	34	25477	24575	*	*	*
DISTRIBUTION	+	1	+	24000				+	8	+	29312			
MARKET RESEARCH	+	+	+	+				+	19	+	24100			
PURCHASING	+	1	+	21000				+	2	+	17700			
SALES	8	41	20325	25629	*	*	*	10	173	21885	24529	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	24000				+	4	+	20047			
FINANC,TAXA, MONETARY POL	+	2	+	17076				+	22	+	23334			
ECONOMIC PROGRAMS	+	2	+	18453				+	2	+	18453			
LAW ENFORCEMENT	1	4	18900	25350	*	*	*	1	13	18900	22981	*	*	*
MILITARY	1	5	23100	23178	*	*	*	1	13	23100	25336	*	*	*
NATIONAL SECURITY	+	+	+	+				+	2	+	28800			
URBAN / REGIONAL PLANNING	+	3	+	26667				+	7	+	23414			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	1	+	33000			
DESIGN / CONSTRUCT	1	26	29530	31612	*	*	*	3	179	25843	30343	*	*	*
ENVIRONMENTAL/SANITATION	1	6	26400	28747	*	*	*	4	32	28350	31599	*	*	*
MANUFACTURING/INDUSTRIAL	7	41	32491	33385	*	*	*	9	163	32849	34728	*	*	*
SYSTEMS / PROGRAMMING	1	17	34000	32214	*	*	*	1	33	34000	32200	*	*	*
POWER SYSTEMS	1	16	40000	34854	*	*	*	3	45	35000	34604	*	*	*
SOFTWARE DESIGN & DEVELOP	1	10	34000	32968	*	*	*	2	49	31250	32894	*	*	*
HARDWARE DESIGN & DEVELOP	+	11	+	35591				+	45	+	35390			

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	6	+	$38817				+	31	+	$37405			
TESTING	+	10	+	32556				+	27	+	31890			
PROCESS ENGINEERING	5	38	$41004	40598	*	*	*	7	104	$40840	38942	*	*	*
PROJECT ENGINEERING	2	25	37250	35772	*	*	*	3	131	37333	35127	*	*	*
OTHER ENGINEERING	5	41	36240	35368	*	*	*	17	207	32691	33831	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	2	24260	24260	*	*	*	2	7	24260	25803	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	2	+	26450				+	4	+	29537			
NURSES / PERSONAL CARE	+	3	+	25447				3	13	37167	29295	*	*	*
OCCUPATIONAL THERAPY	1	1	32840	32840	*	*	*	1	1	32840	32840	*	*	*
PHARMACIST	+	5	+	45400				+	32	+	44004			
PHYSICAL THERAPY	+	1	+	31000				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	5	+	24800				+	20	+	21654			
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	19253				1	14	29244	19435	*	*	*
COUNSELING	+	4	+	22500				+	13	+	21077			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	3	+	16917			
SOCIAL WORK	+	4	+	20521				+	15	+	20735			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	41	30317	29102	*	*	*	4	99	30317	28845	*	*	*
INFORMATION SYSTEMS	5	32	29800	29591	*	*	*	6	82	29667	28793	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	16	32500	32701	*	*	*	2	52	27500	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				+	3	+	27673			
AGRICULTURE/NAT'L RESOURC	3	8	19500	18188	*	*	*	3	21	19500	22085	*	*	*
ARCHITECTURE	+	3	+	23593				+	5	+	23156			
CONSULTING	9	49	33444	31632	*	*	*	9	82	33444	31162	*	*	*
HUMAN RESRCS /INDUS RELS	+	2	+	29150				1	17	26640	24582	*	*	*
MANAGEMENT TRAINEE	2	62	29750	23378	*	*	*	6	218	25543	23274	*	*	*
MATH/STATISTICIANS	+	3	+	27999				+	4	+	27750			
PARALEGAL	+	1	+	25000				+	5	+	19800			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	37000			
RESEARCHERS - TECHNICAL	+	+	+	+				+	1	+	24000			
TEACHING	+	58	+	20221				+	224	+	20786			
TOTALS	130	895						198	3245					

Percentiles are computed on regional data
Not computed for fewer than 20 offers
No offers reported

MAPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	11	+	$30898				+	36	+	$29694			
MBA--NON-TECH	+	19	+	35868				+	74	+	33701			
MBA--TECH	+	3	+	41253				+	5	+	35892			
MS-BUSINESS	+	2	+	33000				+	4	+	30875			
ECONOMICS & FINANCE (BANK	+	+	+	+				+	1	+	36000			
HUMAN RESOURCES (INCL LAB	+	1	+	41000				+	3	+	29333			
MANAGEMENT INFORMATION SY	+	8	+	34850				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	2	+	24498				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	1	+	21800			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	25500				1	5	$25314	26081	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				+	5	+	30658			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	18500				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	30000				+	4	+	28427			
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	51500				+	4	+	39950			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	38500				+	2	+	38500			
AGRICULTURAL	+	+	+	+				+	1	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	7	+	41954				1	11	43500	40649	*	*	*
CIVIL	+	1	+	32700				+	23	+	32790			
COMPUTER	+	2	+	37002				+	9	+	39656			
ELECTRICAL/ELECTRONIC	+	10	+	37996				1	59	36500	39821	*	*	*
INDUSTRIAL	+	2	+	39400				+	10	+	40680			
MECHANICAL	1	8	$34000	40625	*	*	*	1	26	34000	40597	*	*	*
METALLURGICAL	+	+	+	+				+	1	+	36000			

continued

MAPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$36000				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	25000				+	4	+	30266			
NURSING	+	1	+	35000				+	1	+	35000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	2	+	28500			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	38311				+	22	+	38311			
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	29500				+	4	+	34125			
MATHEMATICS (INCL ACTUARI	+	2	+	27788				+	2	+	27788			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	99						4	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	5	+	$35600				+	18	+	$31500			
MBA--TECH	+	1	+	28500				+	1	+	28500			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	4	+	55000				+	17	+	43353			
MBA--TECH	+	5	+	46800				+	5	+	46800			
OVER 4 YEARS														
MBA--NON-TECH	+	1	+	37328				+	23	+	43175			
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	+	16						+	64					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	$52500				1	7	$45000	$48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	1	5	$61800	52189	*	*	*	1	13	61800	52919	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	3	+	43667			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	9	+	50102			
METALLURGICAL	+	1	+	50000				+	4	+	48435			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	1	+	38000				+	1	+	38000			
CHEMISTRY	+	1	+	30000				+	1	+	30000			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	1	+	51900				+	2	+	52950			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	13						2	41					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28932 77 38000/26000								
BUSINESS ADMIN (INCL MGMT	33000 2							31250 4	
ECONOM & FINANCE (BANKING	30000 1							24000 1	
TELECOMMUN/BROADCASTING							25500 1		
CIVIL								36000 1	27200 2
ELECTRICAL/ELECTRONIC								32500 1	38000 1
INDUSTRIAL								32000 1	
MECHANICAL									32000 1
ENGINEERING TECHNOLOGY							28500 1		22500 2
COMPUTER SCIENCE	30800 1				34000 1		32250 2	30000 1	
ARCHITECTURAL & ENVIRONME									20000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	13500 1		22000 1						
BUSINESS ADMIN (INCL MGMT	20000 1			20500 3		25500 2			
MARKETING/MARK MGMT (RESR						15000 1			
LETTERS (incl English, Li						19000 1			
VISUAL & PERFORMING ARTS									18000 1
HUMANITIES - OTHER						29000 1			
CRIMINAL JUSTICE								18900 1	
POLITICAL SCIENCE/GOVT				22000 1					
SOCIAL SCIENCES-OTHER				25000 1					
ANIMAL SCIENCES				25000 1					
INFORMATION SCIENCES & SY						29000 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BUSINESS ADMIN (INCL MGMT			29500 1						27000 1
DISTRIBUTION MANAGEMENT			26400 1						
MARKETING/MARK MGMT (RESR						21906 1		30220 1	
COMMUNICATIONS								18300 1	
CHEMICAL							32500 1		
CIVIL						29530 1	25500 1		
ELECTRICAL/ELECTRONIC				34667 3					
INDUSTRIAL									27400 1
ANIMAL SCIENCES						23100 1			
COMPUTER SCIENCE			29000 2			37466 1			
INFORMATION SCIENCES & SY			29000 1						
ALLIED HEALTH								32840 1	
NURSING								39750 2	32000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING			21000 1						34867 3
BUSINESS ADMIN (INCL MGMT									18500 1
ECONOM & FINANCE (BANKING						30000 1			
MARKETING/MARK MGMT (RESR								15000 1	
HUMANITIES - OTHER			29244 1						
CHEMICAL						41000 1			40993 6
ELECTRICAL/ELECTRONIC					33200 3				38750 2
MECHANICAL							35700 1		34500 1
ANIMAL SCIENCES						18000 1			
CHEMISTRY									28500 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING				30000 2					
BUSINESS ADMIN (INCL MGMT		26640 1			22500 1				
CHEMICAL				40500 1					
ELECTRICAL/ELECTRONIC		32925 2				40000 1		32500 1	
INDUSTRIAL		36852 2							
MECHANICAL		34300 4			29253 3				
ENGINEERING TECHNOLOGY						32500 1			29000 1
AGRIBUSINESS			18000 1						
ANIMAL SCIENCES			30000 1						
OTHER AGRICULTURAL SCIENC			22500 1						
COMPUTER SCIENCE	23250 2	36000 2							22500 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER	
LETTERS (incl English, Li							24000	1
HISTORY							15600	1
AEROSPACE & AERONAUTICAL							34200	1
INDUSTRIAL							27000	1
MECHANICAL							32500	1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	29048 80 38000/26000						25500 1	29800 5	
BACHELOR - TECHNICAL	30800 1				34000 1		31000 3	32625 4	27057 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	16750 2		22000 1	21700 5		22800 5		18900 1	18000 1
BACHELOR - TECHNICAL				25000 1		29000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			27950 2			21906 1		24260 2	27000 1
BACHELOR - TECHNICAL			29000 3	34667 3		30032 3	29000 2	37447 3	29700 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			25122 2			30000 1		15000 1	30775 4
BACHELOR - TECHNICAL					33200 3	29500 2	35700 1		38646 10

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL		26640 1		30000 2	22500 1				
BACHELOR - TECHNICAL	23250 2	34875 10	23500 3	40500 1	29253 3	36250 2		32500 1	25750 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL							
BACHELOR - TECHNICAL							

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28932 77 38000/26000	27638 8							
BUSINESS ADMIN (INCL MGMT		20000 1							26000 1
ECONOM & FINANCE (BANKING	30000 1								

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			17750 2						
TELECOMMUN/BROADCASTING					25500 1				
VISUAL & PERFORMING ARTS				18000 1					
POLITICAL SCIENCE/GOVT			22000 1						
SOCIAL SCIENCES-OTHER			25000 1						

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT			25500 2				20500 2		
DISTRIBUTION MANAGEMENT							26400 1		
ECONOM & FINANCE (BANKING		30000 1					24000 1		
MARKETING/MARK MGMT (RESR			21906 1				15000 1		
HUMANITIES - OTHER			29000 1						
HISTORY							15600 1		
ELECTRICAL/ELECTRONIC							29850 1		
ANIMAL SCIENCES							25000 1		
COMPUTER SCIENCE							13500 1		
CHEMISTRY							28500 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		18900 1							
CHEMICAL								32500 1	
CIVIL							28765 2	25950 2	
ELECTRICAL/ELECTRONIC									31050 2
INDUSTRIAL									31320 2
MECHANICAL									34180 5
ENGINEERING TECHNOLOGY								29000 1	
ANIMAL SCIENCES			23100 1						
ARCHITECTURAL & ENVIRONME							20000 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL							40840 7		41580 1
ELECTRICAL/ELECTRONIC		36250 2						38750 2	35429 7
INDUSTRIAL									32732 2
MECHANICAL		32500 1						34500 1	29667 3
ENGINEERING TECHNOLOGY			28500 1						25833 3
COMPUTER SCIENCE	34000 1		34000 1						

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MARKETING/MARK MGMT (RESR	30220 1								
COMMUNICATIONS	18300 1								
ALLIED HEALTH					32840 1				
NURSING				37167 3					

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						29500 2			
LETTERS (incl English, Li					24000 1				
HUMANITIES - OTHER	29244 1								
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									18000 1
OTHER AGRICULTURAL SCIENC									22500 1
COMPUTER SCIENCE					34133 2	30000 3	27500 2		
INFORMATION SCIENCES & SY					29000 1	29000 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT		33000 4	26640 1	28250 2					
MARKETING/MARK MGMT (RESR				15000 1					
LETTERS (incl English, Li				19000 1					
CIVIL		36000 1							
INDUSTRIAL		32000 1							
MECHANICAL				32760 1					
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE		33667 3							

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28946 78 38000/26000	26789 9							26000 1
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL			20625 4	18000 1	25500 1				
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		30000 1	25477 4				20333 6		
BACHELOR - TECHNICAL							24213 4		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		18900 1							
BACHELOR - TECHNICAL			23100 1				25843 3	28350 4	32849 9

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	34000 1	35000 3	31250 2				40840 7	37333 3	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	24260 2								
BACHELOR - TECHNICAL				37167 3	32840 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	29244 1				24000 1	29500 2			
BACHELOR - TECHNICAL					32422 3	29750 4	27500 2		19500 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		33000 4	26640 1	22625 4					
BACHELOR - TECHNICAL		33800 5		31380 2					

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1993

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Morgan State University
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
Seton Hall University
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993 through March 10, 1993) and cumulatively (September 1, 1992, and March 10, 1993). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	45	394	$29276	$28777	$32700	$29500	$26500	130	1134	$28972	$27716	$33000	$29500	$24000
BUSINESS ADMINISTRATION	13	76	30723	26755	*	*	*	30	275	28235	24205	35000	29000	22000
DISTRIBUTION MANAGEMENT	+	3	+	25500				1	10	26400	27440	*	*	*
ECONOMICS & FINANCE	11	124	29424	28359	*	*	*	14	255	29119	26656	*	*	*
HOTEL/RESTAURANT MGMT.	+	4	+	27625				+	18	+	21809			
HUMAN RESOURCES (incl. LA	1	6	26000	25000	*	*	*	1	17	26000	26047	*	*	*
MANAGEMENT INFO SYSTEMS	+	30	+	30794				+	102	+	-29267			
MARKETING/MARKETING MANAG	3	76	20667	24501	*	*	*	7	274	20589	24397	*	*	*
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26667				+	17	+	23753			
COMMUNICATIONS	+	26	+	21900				1	68	18300	21964	*	*	*
JOURNALISM	+	11	+	17287				+	19	+	17814			
TELECOMMUNICATIONS/BROADC	+	+	+	+				1	7	25500	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	12	+	17386				+	129	+	20434			
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	21200				+	12	+	21908			
SPECIAL EDUCATION	+	3	+	16410				+	22	+	21390			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	3	+	23500				+	5	+	20913			
MERCHANDISING MANAGEMENT	+	1	+	24000				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	27000				+	4	+	23117			
LETTERS (incl. English)	2	10	18750	19885	*	*	*	4	34	20125	20123	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	19150				1	22	18000	20429	*	*	*
HUMANITIES - OTHER	+	2	+	21900				2	10	29122	22060	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	25500				1	11	18900	22836	*	*	*
HISTORY	1	6	13500	24167	*	*	*	2	21	14550	22143	*	*	*
POLITICAL SCIENCE/GOVT	+	9	+	21756				1	28	22000	22683	*	*	*
PSYCHOLOGY	2	17	23500	19315	*	*	*	2	41	23500	20538	*	*	*
SOCIOLOGY	+	3	+	19333				+	15	+	19058			
SOCIAL SCIENCES-OTHER	+	7	+	23548				1	39	25000	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	31857				1	21	34200	31946	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	29250				+	6	+	32017			
ARCHITECTURAL ENGINEERING	+	4	+	30500				+	6	+	28667			
BIOENGINEERING & BIOMEDIC	+	1	+	32000				+	3	+	26333			
CHEMICAL ENGINEERING	10	92	39505	40237	*	*	*	19	243	39737	39793	*	*	*
CIVIL ENGINEERING	4	54	31220	29878	*	*	*	9	189	30034	29385	*	*	*
COMPUTER ENGINEERING	9	70	35453	34129	*	*	*	9	151	35453	33475	*	*	*
ELECTRICAL/ELECTRONIC	6	101	36938	34312	*	*	*	20	391	35579	34035	40000	35250	29850

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	4	62	$29795	$33288	*	*	*	9	147	$31032	33145	*	*	*
MECHANICAL ENGINEERING	15	188	35308	34921	*	*	*	26	481	34203	34516	$37000	$34530	$31000
METALLURGICAL ENGINEERING	1	16	38400	34050	*	*	*	1	36	38400	34145	*	*	*
MINING (INCL GEOLOGICAL)	+	2	+	27600				+	13	+	31945			
NUCLEAR ENGINEERING	+	1	+	33500				+	3	+	33833			
PETROLEUM ENGINEERING	+	2	+	39000				+	14	+	39157			
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	12	+	30069				5	26	27000	30609	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	26367				1	12	18000	23983	*	*	*
ANIMAL SCIENCES	+	4	+	19625				4	13	24025	21246	*	*	*
PLANT SCIENCES	+	2	+	25000				+	2	+	25000			
NATURAL RESOURCES	+	1	+	18000				+	4	+	21000			
OTHER AGRICULTURAL SCIENC	+	5	+	31220				1	14	22500	24579	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	107	34524	31513	*	*	*	22	229	32113	31118	37000	33000	29000
COMPUTER PROGRAMMING	1	10	27000	28800	*	*	*	1	14	27000	28511	*	*	*
INFORMATION SCIENCES	7	11	33171	32013	*	*	*	9	54	32244	29002	*	*	*
SYSTEMS ANALYSIS	+	1	+	31000				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	3	3	33400	33400	*	*	*	4	10	33260	30219	*	*	*
HEALTH SCIENCES	+	+	+	+				+	9	+	18997			
NURSING	+	4	+	34481				3	15	37167	31851	*	*	*
PHARMACY	+	2	+	36621				+	34	+	43570			
SCIENCES														
ACTUARIAL	+	3	+	33933				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	1	3	20800	22187	*	*	*	2	8	20400	22255	*	*	*
BIOLOGICAL SCIENCES	+	6	+	21650				+	18	+	22983			
CHEMISTRY	3	12	30667	30437	*	*	*	4	23	30125	30125	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	1	+	32000				+	5	+	27392			
MATHEMATICS	2	8	28600	30663	*	*	*	2	37	28600	24698	*	*	*
PHYSICS	+	+	+	+				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	1	+	21000				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	153	1637						351	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	38	346	$29524	$28836	$32700	$29500	$26500	116	888	$29135	$28228	$33000	$29500	$26000
ACCOUNTING (PRIVATE)	8	73	29688	27839	*	*	*	17	246	28153	26086	*	*	*
COMMERCIAL BANKING (CONSU	+	6	+	23567				+	32	+	21900			
COMMERCIAL BANKING (LENDI	+	10	+	26850				+	23	+	25330			
INVESTMENT BANKING (CORP	1	6	35000	33083	*	*	*	1	9	35000	31278	*	*	*
INVESTMENT BANKING (MERG	+	4	+	32875				+	5	+	33600			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	3	+	26000				+	7	+	25143			
FINANCIAL/TREASURY ANALYS	8	39	29600	28637	*	*	*	9	93	29200	27663	*	*	*
PORTFOLIO MANAGEMENT / BR	+	4	+	24325				+	15	+	23953			
UNDERWRITING	2	6	25000	25833	*	*	*	2	23	25000	23130	*	*	*
INSURANCE - CLAIMS	+	4	+	26532				4	20	20625	23073	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	2	+	26500				1	18	18000	24404	*	*	*
MEDIA PLANNING	+	4	+	18625				1	9	25500	19422	*	*	*
REPORTING	+	5	+	16672				+	9	+	17649			
COMMUNICATIONS-PRODUCTION	+	2	+	24500				+	10	+	23590			
PUBLIC RELATIONS	+	5	+	21134				+	16	+	21204			
WRITING / EDITING	+	1	+	10800				+	4	+	20650			
MARKETING														
ADVERTISING	+	3	+	25667				+	15	+	23170			
BRAND/PRODUCT MANAGEMENT	1	7	26000	28071	*	*	*	2	38	28000	25452	*	*	*
BUYER/MERCHANDISING	+	11	+	26209				4	45	25477	24975	*	*	*
DISTRIBUTION	+	8	+	27438				+	16	+	28375			
MARKET RESEARCH	1	7	30000	22714	*	*	*	1	26	30000	23727	*	*	*
PURCHASING	+	1	+	30000				+	3	+	21800			
SALES	7	95	23686	25745	*	*	*	17	268	22626	24960	*	*	*
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	8	+	25661				+	12	+	23790			
GOV'T-FINANCE, TAXATION,	1	9	29868	25257	*	*	*	1	31	29868	23893	*	*	*
ECONOMIC PROGRAMS	+	1	+	26122				+	3	+	21009			
LAW ENFORCEMENT	+	1	+	27000				1	14	18900	23268	*	*	*
MILITARY	+	3	+	28766				1	16	23100	25979	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	1	+	20000				+	8	+	22988			
ENGINEERING														
BIOENGINEERING	+	1	+	41000				+	2	+	37000			
DESIGN / CONSTRUCT	5	56	32196	32100	*	*	*	8	237	29814	30827	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	30177				4	43	28350	31235	*	*	*
MANUFACTURING/INDUSTRIAL	2	94	34260	34788	*	*	*	11	257	33105	34750	*	*	*
SYSTEMS / PROGRAMMING	+	16	+	32608				1	49	34000	32334	*	*	*
POWER SYSTEMS	1	14	35500	34511	*	*	*	4	59	35125	34582	*	*	*
SOFTWARE DESIGN & DEVELOP	10	39	34660	32791	*	*	*	12	88	34092	32848	*	*	*
HARDWARE DESIGN & DEVELOP	+	17	+	35533				+	62	+	35429			

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	28	$30000	$33614	*	*	*	1	59	$30000	$35606	*	*	*
TESTING	+	7	+	33314				+	34	+	32183			
PROCESS ENGINEERING	5	58	41394	40058	*	*	*	12	162	41071	39342	*	*	*
PROJECT ENGINEERING	4	44	36120	35984	*	*	*	7	175	36640	35343	*	*	*
OTHER ENGINEERING	20	191	35335	33556	$41000	$35300	$25000	37	398	34120	33699	$39000	$35000	$25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	18000	24333	*	*	*	3	10	22173	25362	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	+	+	+				+	4	+	29537			
NURSES / PERSONAL CARE	+	6	+	34520				3	19	37167	30945	*	*	*
OCCUPATIONAL THERAPY	3	3	33400	33400	*	*	*	4	4	33260	33260	*	*	*
PHARMACIST	+	2	+	36621				+	34	+	43570			
PHYSICAL THERAPY	+	+	+	+				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	3	+	17054				+	23	+	21054			
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	24000				1	16	29244	20005	*	*	*
COUNSELING	+	5	+	19199				+	18	+	20555			
FUNDRAISING / DEVELOPMENT	+	2	+	13500				+	5	+	15550			
SOCIAL WORK	+	1	+	17430				+	16	+	20529			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	59	31740	29666	*	*	*	9	158	31107	29152	*	*	*
INFORMATION SYSTEMS	2	56	32500	31583	*	*	*	8	138	30375	29925	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	27	32233	32491	*	*	*	5	79	30340	32010	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	1	+	35800				+	4	+	29705			
AGRICULTUR/NATURAL RESOU	+	5	+	20800				3	26	19500	21838	*	*	*
ARCHITECTURE	1	1	20800	20800	*	*	*	1	6	20800	22763	*	*	*
CONSULTING	12	99	32417	32668	*	*	*	21	181	32857	31986	36000	33000	29000
HUMAN RESOURCES	+	6	+	21567				1	23	26640	23796	*	*	*
MANAGEMENT TRAINEE	4	65	31350	24132	*	*	*	10	283	27866	23471	*	*	*
MATH/STATISTICIANS	1	1	29000	29000	*	*	*	1	5	29000	28000	*	*	*
PARALEGAL	+	1	+	21600				+	6	+	20100			
RESEARCH - NONTECHNICAL	+	1	+	23000				+	3	+	32333			
RESEARCH - TECHNICAL	5	11	32800	30627	*	*	*	5	12	32800	30075	*	*	*
TEACHING	1	25	15000	17611	*	*	*	1	249	15000	20468	*	*	*
TOTALS	153	1637						351	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 2 MARCH 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	7	+	$33857				+	43	+	$30372			
MBA--NON-TECH	1	66	$30000	37799	*	*	*	1	140	$30000	35633	*	*	*
MBA--TECH	+	8	+	39839				+	13	+	38321			
MS-BUSINESS	+	1	+	30000				+	5	+	30700			
ECONOMICS & FINANCE (BANK	+	2	+	24000				+	3	+	28000			
HUMAN RESOURCES (INCL LAB	+	5	+	29800				+	8	+	29625			
MANAGEMENT INFORMATION SY	+	+	+	+				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	+	+	+				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	30000				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	8	9	26316	27837	*	*	*	9	14	26205	27210	*	*	*
ELEMENTARY EDUCATION	18	18	26752	26752	*	*	*	18	23	26752	27601	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	32000				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	1	3	25000	26333	*	*	*	1	7	25000	34114	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	35000				+	3	+	37333			
AGRICULTURAL	+	1	+	45000				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	4	+	43000				1	15	43500	41276	*	*	*
CIVIL	+	10	+	36064				+	33	+	33782			
COMPUTER	+	8	+	39079				+	17	+	39384			
ELECTRICAL/ELECTRONIC	2	51	40890	41011	*	*	*	3	110	39427	40373	*	*	*
INDUSTRIAL	1	16	35000	38600	*	*	*	1	26	35000	39400	*	*	*
MECHANICAL	+	43	+	40429				1	69	34000	40492	*	*	*
METALLURGICAL	+	1	+	40000				+	2	+	38000			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	+	+	+				+	4	+	30266			
NURSING	2	2	$26585	$26585	*	*	*	2	3	$26585	29390	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	5	+	36018				+	7	+	33870			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	19	+	37995				+	41	+	38164			
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	2	37500	38750	*	*	*	1	6	37500	35667	*	*	*
MATHEMATICS (INCL ACTUARI	+	6	+	37470				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	34	290						38	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	40	$26000	$48395	*	*	*	1	58	$26000	$43152	*	*	*
MBA--TECH	1	6	27000	49433	*	*	*	1	7	27000	46443	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	37	26339	52828	*	*	*	1	54	26339	49845	*	*	*
MBA--TECH	+	22	+	54269				+	27	+	52886			
OVER 4 YEARS														
MBA--NON-TECH	43	75	51873	51433	$77500	$49400	$33500	43	98	51873	49495	$77500	$49400	$33500
MBA--TECH	13	22	51642	55493	*	*	*	13	22	51642	55493	*	*	*
TOTALS	59	202						59	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$39000				+	1	+	$39000			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$45000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	32000				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	9	14	$54844	55414	*	*	*	10	27	55540	54213	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	3	5	62332	61299	*	*	*	3	8	62332	54687	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	52584				+	14	+	50988			
METALLURGICAL	+	3	+	57247				+	7	+	52211			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	13	+	54869				+	14	+	53093			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	60552				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	1	3	58000	51333	*	*	*	1	5	58000	51980	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	13	46						15	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	29128 115 38000/26000								
BUSINESS ADMINISTRATION	33500 3			35000 1		32400 1	29000 4	31786 7	
ECONOMICS & FINANCE	30000 1			28833 3				27000 3	
MARKETING/MARKETING MANAG		12000 1							
TELECOMMUNICATIONS/BROADC							25500 1		
CIVIL ENGINEERING								36000 1	27407 3
COMPUTER ENGINEERING							36495 4	35000 2	
ELECTRICAL/ELECTRONIC							58500 1	32500 1	38000 1
INDUSTRIAL ENGINEERING								35250 2	
MECHANICAL ENGINEERING									32000 1
ENGINEERING TECHNOLOGY							28500 1		22500 2
COMPUTER SCIENCE	30800 1				34000 1		33625 4	31500 2	
COMPUTER PROGRAMMING				27000 1					
INFORMATION SCIENCES				35000 1			28000 1	34333 3	
ARCHITECTURAL & ENVIRONME			20800 1						20000 1
MATHEMATICS							29000 1		

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	13500 1		20000 2			29000 1			
BUSINESS ADMINISTRATION	20000 1			21375 4		25500 2			
ECONOMICS & FINANCE	30125 4								
HUMAN RESOURCES (incl. LA						26000 1			
MARKETING/MARKETING MANAG	25000 2					15000 1			
LETTERS (incl. English)						19000 1			
VISUAL & PERFORMING ARTS									18000 1
HUMANITIES - OTHER						29000 1			
CRIMINAL JUSTICE								18900 1	
HISTORY						13500 1			
POLITICAL SCIENCE/GOVT				22000 1					
PSYCHOLOGY				32000 1					
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER ENGINEERING				35000 1					
ANIMAL SCIENCES				25000 1					
INFORMATION SCIENCES						29000 1			

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				29500 3					
BUSINESS ADMINISTRATION			29500 1						27000 1
DISTRIBUTION MANAGEMENT			26400 1						
ECONOMICS & FINANCE						29868 1			
MARKETING/MARKETING MANAG						21906 1		30220 1	
COMMUNICATIONS								18300 1	
LETTERS (incl. English)					15000 1				
CHEMICAL ENGINEERING							32500 1		
CIVIL ENGINEERING				35500 1		29530 1	25830 2		
ELECTRICAL/ELECTRONIC				34667 3		23859 1			
INDUSTRIAL ENGINEERING						24000 1			27400 1
MECHANICAL ENGINEERING		36000 2				31000 1			
ANIMAL SCIENCES						23100 1			
COMPUTER SCIENCE		32260 2	29000 2		30000 1	37466 1			
INFORMATION SCIENCES			29000 1						
ALLIED HEALTH								33947 3	31200 1
NURSING								39750 2	32000 1

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 9Cth: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			21000 1						32920 5
BUSINESS ADMINISTRATION									26167 3
ECONOMICS & FINANCE						30000 1			
MARKETING/MARKETING MANAG								15000 1	
HUMANITIES - OTHER			29244 1						
PSYCHOLOGY							15000 1		
CHEMICAL ENGINEERING						41000 1			39560 12
COMPUTER ENGINEERING							35100 1		
ELECTRICAL/ELECTRONIC					33200 3				38750 2
MECHANICAL ENGINEERING					36000 2		34944 5		37060 3
METALLURGICAL ENGINEERING									38400 1
ANIMAL SCIENCES						18000 1			
CHEMISTRY									30125 4

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING				30000 2					
BUSINESS ADMINISTRATION		26640 1			22500 1				
ECONOMICS & FINANCE								29800 1	
CHEMICAL ENGINEERING				41164 3				41000 1	
CIVIL ENGINEERING									35400 1
ELECTRICAL/ELECTRONIC		32925 2				40000 1		32500 1	
INDUSTRIAL ENGINEERING		36852 2			31680 1		25000 1		
MECHANICAL ENGINEERING		34352 5			30430 4				35400 1
ENGINEERING TECHNOLOGY						32500 1			29000 1
AGRIBUSINESS			18000 1						
ANIMAL SCIENCES			30000 1						
OTHER AGRICULTURAL SCIENC			22500 1						
COMPUTER SCIENCE	27200 3	36000 2							22500 1
INFORMATION SCIENCES		35000 1							
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY-CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
LETTERS (incl. English)							23250 2
HISTORY							15600 1
AEROSPACE & AERONAUTICAL							34200 1
CHEMICAL ENGINEERING							42300 1
COMPUTER ENGINEERING						33000 1	
ELECTRICAL/ELECTRONIC						34818 4	
INDUSTRIAL ENGINEERING							27000 1
MECHANICAL ENGINEERING						35000 1	32500 1
COMPUTER SCIENCE						36100 1	42000 1
INFORMATION SCIENCES				31200 1			

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	29245 119 38000/26000	12000 1		30375 4		32400 1	28300 5	30350 10	
BACHELOR - TECHNICAL	30800 1		20800 1	31000 2	34000 1		35373 12	34091 11	27153 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25500 8		20000 2	23500 7		22813 8		18900 1	18000 1
BACHELOR - TECHNICAL				30000 2		29000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL			27950 2	29500 3	15000 1	25887 2		24260 2	27000 1
BACHELOR - TECHNICAL		34130 4	29000 3	34875 4	30000 1	28159 6	28053 3	36268 5	30200 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL			25122 2			30000 1	15000 1	15000 1	30388 8
BACHELOR - TECHNICAL					34320 5	29500 2	34970 6		37377 22 43300/32000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL		26640 1		30000 2	22500 1			29800 1	
BACHELOR - TECHNICAL	27200 3	34860 12	23500 3	41164 3	30267 6	36250 2	25000 1	36750 2	30575 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL							
BACHELOR - TECHNICAL				31200 1		34767 7	

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH							

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	29128 115 38000/26000	28471 14							
BUSINESS ADMINISTRATION		26667 3			35000 1				26000 1
ECONOMICS & FINANCE	30000 1								29600 8

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 19330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			17750 2						
MARKETING/MARKETING MANAG		25000 2							
TELECOMMUNICATIONS/BROADC					25500 1				
VISUAL & PERFORMING ARTS				18000 1					
POLITICAL SCIENCE/GOVT			22000 1						
SOCIAL SCIENCES-OTHER			25000 1						

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE.
BUSINESS ADMINISTRATION			25500 2		30000 1		20500 2		
DISTRIBUTION MANAGEMENT							26400 1		
ECONOMICS & FINANCE		30000 1					24000 1		29868 1
HUMAN RESOURCES (incl. LA		26000 1							
MARKETING/MARKETING MANAG			21906 1				13500 2		
LETTERS (incl. English)							22500 1		
HUMANITIES - OTHER			29000 1						
HISTORY							14550 2		
PSYCHOLOGY							23500 2		
CHEMICAL ENGINEERING							35400 2		
ELECTRICAL/ELECTRONIC							29850 1		
ANIMAL SCIENCES							25000 1		
COMPUTER SCIENCE							13500 1		
CHEMISTRY							28500 1		

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		18900 1							
CHEMICAL ENGINEERING								32500 1	
CIVIL ENGINEERING							27878 4	25950 2	
ELECTRICAL/ELECTRONIC									31050 2
INDUSTRIAL ENGINEERING									31320 2
MECHANICAL ENGINEERING							35667 3		34203 7
ENGINEERING TECHNOLOGY								29000 1	
ANIMAL SCIENCES			23100 1						
ARCHITECTURAL & ENVIRONME							20000 1		

VERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL ENGINEERING							41071 12		39715 4
CIVIL ENGINEERING		35500 1						35400 1	
COMPUTER ENGINEERING			36327 3						35220 5
ELECTRICAL/ELECTRONIC		36250 2	32000 1					38750 2	36469 12
INDUSTRIAL ENGINEERING								31680 1	28616 4
MECHANICAL ENGINEERING		32500 1			30000 1			37300 3	32963 8
ENGINEERING TECHNOLOGY			28500 1						25833 3
COMPUTER SCIENCE	34000 1		35270 6						
INFORMATION SCIENCES			28000 1						

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								
MARKETING/MARKETING MANAG	30220 1								
COMMUNICATIONS	18300 1								
ALLIED HEALTH					33260 4				
NURSING				37167 3					

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION						29500 2	32500 1		
ECONOMICS & FINANCE						30000 1			
LETTERS (incl. English)					24000 1				
HUMANITIES - OTHER	29244 1								
METALLURGICAL ENGINEERING					38400 1				
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									18000 1
OTHER AGRICULTURAL SCIENC									22500 1
COMPUTER SCIENCE					33342 4	30000 3	27500 2		
COMPUTER PROGRAMMING					27000 .				
INFORMATION SCIENCES					29000 1	32000 2	32100 2		
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART\8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BUSINESS ADMINISTRATION		31500 9	26640 1	29380 5					
ECONOMICS & FINANCE		27000 1							
MARKETING/MARKETING MANAG				15000 1					
LETTERS (incl. English)				19000 1					15000 1
CIVIL ENGINEERING		36000 1							
COMPUTER ENGINEERING		34000 1							
INDUSTRIAL ENGINEERING		35250 2							
MECHANICAL ENGINEERING				32760 1				36000 2	
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE		33800 5							
INFORMATION SCIENCES		35000 2		35000 1					
ARCHITECTURAL & ENVIRONME	20800 1								
CHEMISTRY								30667 3	
MATHEMATICS					29000 1				

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PEPIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29135 116 38000/26000	28153 17			35000 1				29200 9
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25000 2	20625 4	18000 1	25500 1				
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL		28000 2	25477 4		30000 1		19727 11		29868 1
BACHELOR - TECHNICAL							27942 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		18900 1							
BACHELOR - TECHNICAL			23100 1				29814 8	28350 4	33105 11

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	34000 1	35125 4	34092 12		30000 1		41071 12	36640 7	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	22173 3								
BACHELOR - TECHNICAL				37167 3	33260 4				

AVERAGE SALARY OFFERS MARCH 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	29244	1							24000	1	29667	3	32500	1				
BACHELOR - TECHNICAL									31996	8	30800	5	29800	4			19500	3

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON		RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL			31050	10	26640	1	25843	7									15000	1
BACHELOR - TECHNICAL	20800	1	34500	11			32587	3	29000	1					32800	5		

A3940-1.2

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Morgan State University
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
Seton Hall University
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 10, 1993 through April 8, 1993) and cumulatively (September 1, 1992, and April 8, 1993). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	15	362	$29933	$29042	*	*	*	145	1496	$29071	$28037	$33000	$29500	$24000
BUSINESS ADMINISTRATION	9	70	26954	25999	*	*	*	39	345	27939	24569	35000	29000	22000
DISTRIBUTION MANAGEMENT	+	6	+	30500				1	16	26400	28588	*	*	*
ECONOMICS & FINANCE	+	92	+	28218				14	347	29119	27070	*	*	*
HOTEL/RESTAURANT MGMT.	+	1	+	26000				+	19	+	22029			
HUMAN RESOURCES (incl. LA	+	1	+	26000				1	18	26000	26044	*	*	*
MANAGEMENT INFO SYSTEMS	+	38	+	30178				+	140	+	29515			
MARKETING/MARKETING MANAG	+	87	+	25478				7	361	20589	24657	*	*	*
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	1	+	21600				+	18	+	23633			
COMMUNICATIONS	1	8	18000	19749	*	*	*	2	76	18150	21731	*	*	*
JOURNALISM	+	3	+	28000				+	22	+	19203			
TELECOMMUNICATIONS/BROADC	+	4	+	22600				1	11	25500	23127	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	14	+	20610				+	143	+	20451			
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	1	+	20800				+	13	+	21823			
SPECIAL EDUCATION	+	+	+	+				+	22	+	21390			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	9	+	23222				+	14	+	22398			
MERCHANDISING MANAGEMENT	+	+	+	+				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	18000				+	5	+	22093			
LETTERS (incl. English)	1	6	26000	26017	*	*	*	5	40	21300	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				1	22	18000	20429	*	*	*
HUMANITIES - OTHER	+	2	+	28000				2	12	29122	23050	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19500				1	13	18900	22323	*	*	*
HISTORY	+	4	+	27375				2	25	14550	22980	*	*	*
POLITICAL SCIENCE/GOVT	+	1	+	17750				1	29	22000	22513	*	*	*
PSYCHOLOGY	+	4	+	24125				2	45	23500	20857	*	*	*
SOCIOLOGY	+	2	+	19750				+	17	+	19140			
SOCIAL SCIENCES-OTHER	+	15	+	27400				1	54	25000	23745	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	18	+	31495				1	39	34200	31738	*	*	*
AGRICULTURAL ENGINEERING	+	1	+	39000				+	7	+	33014			
ARCHITECTURAL ENGINEERING	+	8	+	26050				+	14	+	27171			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	26333			
CHEMICAL ENGINEERING	8	90	40785	39897	*	*	*	27	333	40048	39821	41700	41000	35400
CIVIL ENGINEERING	1	37	32400	29582	*	*	*	10	226	30271	29417	*	*	*
COMPUTER ENGINEERING	4	37	34825	36358	*	*	*	13	188	35260	34043	*	*	*
ELECTRICAL/ELECTRONIC	+	113	+	34703				20	504	35579	34184	40000	35250	29850

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	3	42	$35367	$32055	*	*	*	12	189	$32115	32903	*	*	*
MECHANICAL ENGINEERING	8	139	33323	35115	*	*	*	34	620	33996	34651	$37000	$34620	$30000
METALLURGICAL ENGINEERING	+	8	+	34751				1	44	38400	34255	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	34800				+	17	+	32616			
NUCLEAR ENGINEERING	+	3	+	35940				+	6	+	34887			
PETROLEUM ENGINEERING	+	8	+	40738				+	22	+	39732			
TEXTILE ENGINEERING	+	2	+	37900				+	2	+	37900			
ENGINEERING TECHNOLOGY	5	21	27400	31827	*	*	*	10	47	27200	31153	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				1	12	18000	23983	*	*	*
ANIMAL SCIENCES	+	2	+	17200				4	15	24025	20706	*	*	*
PLANT SCIENCES	+	+	+	+				+	2	+	25000			
NATURAL RESOURCES	+	1	+	24000				+	5	+	21600			
OTHER AGRICULTURAL SCIENC	+	2	+	33250				1	16	22500	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	70	30250	32270	*	*	*	26	299	31826	31388	37000	33000	27000
COMPUTER PROGRAMMING	+	+	+	+				1	14	27000	28511	*	*	*
INFORMATION SCIENCES	+	12	+	27167				9	66	32244	28668	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				4	10	33260	30219	*	*	*
HEALTH SCIENCES	+	2	+	36000				+	11	+	22088			
NURSING	1	6	33000	24812	*	*	*	4	21	36125	29840	*	*	*
PHARMACY	1	7	41000	46829	*	*	*	1	41	41000	44126	*	*	*
SCIENCES														
ACTUARIAL	+	+	+	+				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	20600				2	11	20400	21804	*	*	*
BIOLOGICAL SCIENCES	1	6	16300	20415	*	*	*	1	24	16300	22341	*	*	*
CHEMISTRY	1	3	33000	30027	*	*	*	5	26	30700	30114	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	+	5	+	26600				2	42	28600	24925	*	*	*
PHYSICS	+	2	+	29500				+	5	+	25096			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	63	1386						414	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	11	334	$29864	$29014	*	*	*	127	1222	$29198	$28443	$33000	$29500	$26000
ACCOUNTING (PRIVATE)	3	42	29833	28294	*	*	*	20	288	28405	26408	34800	30000	21000
COMMERCIAL BANKING (CONSU	+	21	+	25809				+	53	+	23449			
COMMERCIAL BANKING (LENDI	+	21	+	25771				+	44	+	25540			
INVESTMENT BANKING (CORP	+	6	+	31667				1	15	35000	31433	*	*	*
INVESTMENT BANKING (MERG	+	1	+	18000				+	6	+	31000			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	2	+	40000				+	9	+	28444			
FINANCIAL/TREASURY ANALYS	+	22	+	30880				9	115	29200	28278	*	*	*
PORTFOLIO MANAGEMENT / BR	+	2	+	26500				+	17	+	24252			
UNDERWRITING	1	10	26000	25672	*	*	*	3	33	25333	23900	*	*	*
INSURANCE - CLAIMS	1	2	25584	25917	*	*	*	5	22	21617	23332	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	5	20500	29600	*	*	*	3	23	19667	25534	*	*	*
MEDIA PLANNING	+	1	+	32000				1	10	25500	20680	*	*	*
REPORTING	1	1	18000	18000	*	*	*	1	10	18000	17684	*	*	*
COMMUNICATIONS-PRODUCTION	+	1	+	26500				+	11	+	23855			
PUBLIC RELATIONS	+	3	+	23667				+	19	+	21593			
WRITING / EDITING	+	4	+	23625				+	8	+	22138			
MARKETING														
ADVERTISING	+	1	+	14500				+	16	+	22628			
BRAND/PRODUCT MANAGEMENT	+	4	+	33250				2	42	28000	26195	*	*	*
BUYER/MERCHANDISING	+	52	+	24760				4	97	25477	24859	*	*	*
DISTRIBUTION	+	5	+	29400				+	21	+	28619			
MARKET RESEARCH	+	1	+	25000				1	27	30000	23774	*	*	*
PURCHASING	+	1	+	28000				+	4	+	23350			
SALES	3	76	32667	28165	*	*	*	20	344	24133	25668	35400	24500	13500
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				+	12	+	23790			
GOV'T-FINANCE, TAXATION,	+	+	+	+				1	31	29868	23893	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	3	+	21009			
LAW ENFORCEMENT	+	+	+	+				1	14	18900	23268	*	*	*
MILITARY	+	+	+	+				1	16	23100	25979	*	*	*
NATIONAL SECURITY	+	+	+	+				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	+	+	+				+	8	+	22988			
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	2	+	37000			
DESIGN / CONSTRUCT	1	67	32400	31681	*	*	*	9	304	30101	31015	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	33572				4	54	28350	31711	*	*	*
MANUFACTURING/INDUSTRIAL	3	71	36940	35690	*	*	*	14	328	33927	34953	*	*	*
SYSTEMS / PROGRAMMING	3	24	35433	33481	*	*	*	4	73	35075	32711	*	*	*
POWER SYSTEMS	1	12	28500	33390	*	*	*	5	71	33800	34380	*	*	*
SOFTWARE DESIGN & DEVELOP	1	28	33000	35283	*	*	*	13	116	34008	33436	*	*	*
HARDWARE DESIGN & DEVELOP	+	30	+	36155				+	92	+	35666			

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	22	$34380	$36258	*	*	*	3	81	$32920	$35783	*	*	*
TESTING	1	6	25500	33769	*	*	*	1	40	25500	32421	*	*	*
PROCESS ENGINEERING	8	66	40785	39667	*	*	*	20	228	40957	39436	$42120	$41000	$40000
PROJECT ENGINEERING	4	31	36600	34783	*	*	*	11	206	36625	35259	*	*	*
OTHER ENGINEERING	2	122	30100	34946	*	*	*	39	520	33914	33992	39000	35000	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				3	10	22173	25362	*	*	*
INDUSTRIAL HYGIENE	+	1	+	29000				+	2	+	25035			
MEDICAL TECHNOLOGY	+	2	+	31000				+	6	+	30025			
NURSES / PERSONAL CARE	1	6	33000	24812	*	*	*	4	25	36125	29473	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				4	4	33260	33260	*	*	*
PHARMACIST	1	7	41000	46829	*	*	*	1	41	41000	44126	*	*	*
PHYSICAL THERAPY	+	1	+	45000				+	4	+	24875			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	1	16300	16300	*	*	*	1	24	16300	20856	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	15875				1	18	29244	19547	*	*	*
COUNSELING	+	1	+	31000				+	19	+	21105			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	15550			
SOCIAL WORK	+	1	+	15000				+	17	+	20203			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	1	52	22500	30503	*	*	*	10	210	30247	29486	*	*	*
INFORMATION SYSTEMS	2	30	35750	31206	*	*	*	10	168	31450	30154	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	18	27000	33713	*	*	*	6	97	29783	32326	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	17000				+	6	+	25470			
AGRICULTUR/NATURAL RESOU	+	3	+	18288				3	29	19500	21470	*	*	*
ARCHITECTURE	+	2	+	17150				1	8	20800	21360	*	*	*
CONSULTING	1	63	31000	31014	*	*	*	22	244	32773	31735	36000	33000	29000
HUMAN RESOURCES	+	3	+	21000				1	26	26640	23473	*	*	*
MANAGEMENT TRAINEE	7	58	25786	24412	*	*	*	17	341	27009	23631	*	*	*
MATH/STATISTICIANS	+	+	+	+				1	5	29000	28000	*	*	*
PARALEGAL	+	3	+	19667				+	9	+	19956			
RESEARCH - NONTECHNICAL	+	1	+	24000				+	4	+	30250			
RESEARCH - TECHNICAL	+	2	+	26000				5	14	32800	29493	*	*	*
TEACHING	+	19	+	21609				1	268	15000	20549	*	*	*
TOTALS	63	1386						414	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 3 APRIL 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	1	+	$32000				+	44	+	$30409			
MBA--NON-TECH	+	34	+	37425				1	174	$30000	35983	*	*	*
MBA--TECH	+	8	+	48713				+	21	+	42280			
MS-BUSINESS	+	1	+	44000				+	6	+	32917			
ECONOMICS & FINANCE (BANK	+	7	+	40600				+	10	+	36820			
HUMAN RESOURCES (INCL LAB	+	5	+	33280				+	13	+	31031			
MANAGEMENT INFORMATION SY	+	4	+	41900				+	12	+	37200			
MARKETING/MKTNG MGT (RESE	+	3	+	51667				+	5	+	40799			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	34000				9	15	26205	27662	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				18	23	26752	27601	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	+	1	+	28500				1	8	25000	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	5	+	45869				+	8	+	42668			
AGRICULTURAL	+	+	+	+				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	2	+	41790				1	17	43500	41336	*	*	*
CIVIL	+	5	+	40668				+	38	+	34688			
COMPUTER	+	3	+	36167				+	20	+	38902			
ELECTRICAL/ELECTRONIC	+	27	+	41800				3	137	39427	40654	*	*	*
INDUSTRIAL	+	2	+	54252				1	28	35000	40461	*	*	*
MECHANICAL	+	33	+	41008				1	102	34000	40659	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

MAPA REGIONAL Report No. 3 APRIL 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	2	+	$41500			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	22800				+	5	+	28773			
NURSING	+	+	+	+				2	3	$26585	29390	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	27500				+	2	+	27500			
CHEMISTRY	+	6	+	36990				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	9	$37000	36017	*	*	*	1	50	37000	37778	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				1	6	37500	35667	*	*	*
MATHEMATICS (INCL ACTUARI	+	+	+	+				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	161						39	793					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	24	+	$53057				1	82	$26000	$46051	*	*	*
MBA--TECH	+	9	+	53000				1	16	27000	50131	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	52	+	54802				1	106	26339	52277	*	*	*
MBA--TECH	+	38	+	58333				+	65	+	56070			
OVER 4 YEARS														
MBA--NON-TECH	+	25	+	55692				43	123	51873	50754	$77500	$49400	$33500
MBA--TECH	+	17	+	62482				13	39	51642	58540	*	*	*
TOTALS	+	165						59	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54755				+	5	+	$51604			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$45000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	20000				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	55250				10	31	55540	54347	*	*	*
CIVIL	+	1	+	61500				+	2	+	48750			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	16	+	54807				3	24	62332	54767	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	7	+	50343				+	21	+	50773			
METALLURGICAL	+	1	+	57800				+	8	+	52910			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	25000				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	7	+	54629				+	21	+	53605			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	2	+	51949				1	7	58000	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	44						15	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	29206 127 38000/26000								
BUSINESS ADMINISTRATION	33500 3			35000 1		32400 1	29000 4	31786 7	
ECONOMICS & FINANCE	30000 1			28833 3				27000 3	
MARKETING/MARKETING MANAG		12000 1							
COMMUNICATIONS						18000 1			
TELECOMMUNICATIONS/BROADC							25500 1		
CIVIL ENGINEERING								36000 1	27407 3
COMPUTER ENGINEERING							36495 4	35000 2	34000 1
ELECTRICAL/ELECTRONIC							58500 1	32500 1	38000 1
INDUSTRIAL ENGINEERING								35250 2	
MECHANICAL ENGINEERING								29000 1	32000 1
ENGINEERING TECHNOLOGY						42000 1	28500 1		22500 2
COMPUTER SCIENCE	30800 1			27000 1	35500 2		31400 5	32500 3	
COMPUTER PROGRAMMING				27000 1					
INFORMATION SCIENCES				35000 1			28000 1	34333 3	
ARCHITECTURAL & ENVIRONME			20800 1						20000 1
MATHEMATICS							29000 1		

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	13500 1		20000 2			29000 1			
BUSINESS ADMINISTRATION	20000 1			22217 5		24286 7			
ECONOMICS & FINANCE	30125 4								
HUMAN RESOURCES (incl. LA						26000 1			
MARKETING/MARKETING MANAG	25000 2					15000 1			
LETTERS (incl. English)				26000 1		19000 1			
VISUAL & PERFORMING ARTS									18000 1
HUMANITIES - OTHER						29000 1			
CRIMINAL JUSTICE								18900 1	
HISTORY						13500 1			
POLITICAL SCIENCE/GOVT				22000 1					
PSYCHOLOGY				32000 1					
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER ENGINEERING				35000 1					
ANIMAL SCIENCES				25000 1					
INFORMATION SCIENCES						29000 1			

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				29500 3					
BUSINESS ADMINISTRATION			29500 1						27000 1
DISTRIBUTION MANAGEMENT			26400 1						
ECONOMICS & FINANCE						29868 1			
MARKETING/MARKETING MANAG						21906 1		30220 1	
COMMUNICATIONS								18300 1	
LETTERS (incl. English)					15000 1				
CHEMICAL ENGINEERING							32500 1		
CIVIL ENGINEERING				35500 1		29530 1	25830 2		
ELECTRICAL/ELECTRONIC				34667 3		23859 1			
INDUSTRIAL ENGINEERING						24000 1			27400 1
MECHANICAL ENGINEERING		36000 2				31000 1			
ENGINEERING TECHNOLOGY			25500 1	28500 1		23500 1			
ANIMAL SCIENCES						23100 1			
COMPUTER SCIENCE		32260 2	29000 2		30000 1	37466 1			
INFORMATION SCIENCES			29000 1						
ALLIED HEALTH								33947 3	31200 1
NURSING						33000 1		39750 2	32000 1
PHARMACY								41000 1	
BIOLOGICAL SCIENCES								16300 1	

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			21000 1						32920 5
BUSINESS ADMINISTRATION									30100 5
ECONOMICS & FINANCE						30000 1			
MARKETING/MARKETING MANAG								15000 1	
HUMANITIES - OTHER			29244 1						
PSYCHOLOGY							15000 1		
CHEMICAL ENGINEERING						41000 1			39999 19
CIVIL ENGINEERING								32400 1	
COMPUTER ENGINEERING							35100 1		36300 1
ELECTRICAL/ELECTRONIC					33200 3				38750 2
INDUSTRIAL ENGINEERING									35367 3
MECHANICAL ENGINEERING					36000 2		34944 5	31000 1	37295 4
METALLURGICAL ENGINEERING									38400 1
ANIMAL SCIENCES						18000 1			
CHEMISTRY									30700 5

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING				30000 2					
BUSINESS ADMINISTRATION		26640 1			24250 2				
ECONOMICS & FINANCE								29800 1	
CHEMICAL ENGINEERING			41010 1	41164 3				41000 1	
CIVIL ENGINEERING									35400 1
COMPUTER ENGINEERING	33000 1	36000 1							
ELECTRICAL/ELECTRONIC		32925 2				40000 1		32500 1	
INDUSTRIAL ENGINEERING		36852 2			31680 1		25000 1		
MECHANICAL ENGINEERING		34823 8			29544 5				35400 1
ENGINEERING TECHNOLOGY						32500 1			29000 1
AGRIBUSINESS			18000 1						
ANIMAL SCIENCES			30000 1						
OTHER AGRICULTURAL SCIENC			22500 1						
COMPUTER SCIENCE	27200 3	36000 2							22500 1
INFORMATION SCIENCES		35000 1							
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						29833 3	
LETTERS (incl. English)							23250 2
HISTORY							15600 1
AEROSPACE & AERONAUTICAL							34200 1
CHEMICAL ENGINEERING							42300 1
COMPUTER ENGINEERING						33000 1	
ELECTRICAL/ELECTRONIC						34818 4	
INDUSTRIAL ENGINEERING							27000 1
MECHANICAL ENGINEERING			35760 1			35000 1	32500 1
ENGINEERING TECHNOLOGY							17500 1
COMPUTER SCIENCE						36100 1	42000 1
INFORMATION SCIENCES				31200 1			

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	29311 131 38000/26000	12000 1		30375 4		25200 2	28300 5	30350 10	
BACHELOR - TECHNICAL	30800 1		20800 1	29667 3	35500 2	42000 1	34383 13	33731 13	27913 9

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25500 8		20000 2	24009 9		23192 13		18900 1	18000 1
BACHELOR - TECHNICAL				30000 2		29000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL			27950 2	29500 3	15000 1	25887 2		24260 2	27000 1
BACHELOR - TECHNICAL		34130 4	28125 4	33600 5	30000 1	28182 8	28053 3	34091 7	30200 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL			25122 2			30000 1	15000 1	15000 1	31510 10
BACHELOR - TECHNICAL					34320 5	29500 2	34970 6	31700 2	37742 35 43300/32000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL		26640 1		30000 2	24250 2			29800 1	
BACHELOR - TECHNICAL	28650 4	35071 16	27878 4	41164 3	29657 7	36250 2	25000 1	36750 2	30575 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL						29833 3	
BACHELOR - TECHNICAL			35760 1	31200 1		34767 7	

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	29192 126 38000/26000	28712 17							
BUSINESS ADMINISTRATION		26667 3			35000 1				26000 1
ECONOMICS & FINANCE	30000 1								29600 8

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			20361 3						
MARKETING/MARKETING MANAG		25000 2							
COMMUNICATIONS						18000 1			
TELECOMMUNICATIONS/BROADC					25500 1				
LETTERS (incl. English)		26000 1							
VISUAL & PERFORMING ARTS				18000 1					
POLITICAL SCIENCE/GOVT			22000 1						
SOCIAL SCIENCES-OTHER			25000 1						
ENGINEERING TECHNOLOGY				20500 2					

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BUSINESS ADMINISTRATION			25500 2		30000 1		27800 5		
DISTRIBUTION MANAGEMENT							26400 1		
ECONOMICS & FINANCE		30000 1					24000 1		29868 1
HUMAN RESOURCES (incl. LA		26000 1							
MARKETING/MARKETING MANAG			21906 1				13500 2		
LETTERS (incl. English)							22500 1		
HUMANITIES - OTHER			29000 1						
HISTORY							14550 2		
PSYCHOLOGY							23500 2		
CHEMICAL ENGINEERING							35400 2		
ELECTRICAL/ELECTRONIC							29850 1		
ANIMAL SCIENCES							25000 1		
COMPUTER SCIENCE							13500 1		
CHEMISTRY							28500 1		

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CRIMINAL JUSTICE		18900 1							
CHEMICAL ENGINEERING								32500 1	
CIVIL ENGINEERING							28782 5	25950 2	
ELECTRICAL/ELECTRONIC									31050 2
INDUSTRIAL ENGINEERING									34013 3
MECHANICAL ENGINEERING							35667 3		34538 9
ENGINEERING TECHNOLOGY								29000 1	
ANIMAL SCIENCES			23100 1						
ARCHITECTURAL & ENVIRONME							20000 1		

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL ENGINEERING							40957 20 43300/40000		39715 4
CIVIL ENGINEERING		35500 1						35400 1	
COMPUTER ENGINEERING	35433 3		35495 4						35220 5
ELECTRICAL/ELECTRONIC		36250 2	32000 1					38750 2	36469 12
INDUSTRIAL ENGINEERING								31680 1	29133 5
MECHANICAL ENGINEERING		32500 1			32880 2			36050 6	32522 9
ENGINEERING TECHNOLOGY		28500 1	28500 1			25500 1		42000 1	25833 3
COMPUTER SCIENCE	34000 1		35270 6						
INFORMATION SCIENCES			28000 1						
CHEMISTRY					33000 1				

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								
MARKETING/MARKETING MANAG	30220 1								
COMMUNICATIONS	18300 1								
ALLIED HEALTH					33260 4				
NURSING				36125 4					
PHARMACY						41000 1			
BIOLOGICAL SCIENCES									16300 1

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION						29500 2	32500 1		
ECONOMICS & FINANCE						30000 1			
LETTERS (incl. English)					24000 1				
HUMANITIES - OTHER	29244 1								
METALLURGICAL ENGINEERING					38400 1				
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									18000 1
OTHER AGRICULTURAL SCIENC									22500 1
COMPUTER SCIENCE					31173 5	32300 5	27333 3		
COMPUTER PROGRAMMING					27000 1				
INFORMATION SCIENCES					29000 1	32000 2	32100 2		
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		31000 1							
BUSINESS ADMINISTRATION		31500 9	26640 1	26590 10					
ECONOMICS & FINANCE		27000 1							
MARKETING/MARKETING MANAG				15000 1					
LETTERS (incl. English)				19000 1					15000 1
CIVIL ENGINEERING		36000 1							
COMPUTER ENGINEERING		34000 1							
INDUSTRIAL ENGINEERING		35250 2		35500 1					
MECHANICAL ENGINEERING				29380 2				36000 2	
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE		33800 5							
INFORMATION SCIENCES		35000 2		35000 1					
ARCHITECTURAL & ENVIRONME	20800 1								
CHEMISTRY								30667 3	
MATHEMATICS					29000 1				

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29198 127 38000/26000	28405 20 35000/21000			35000 1				29200 9
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25333 3	21617 5	18000 1	25500 1	18000 1			
BACHELOR - TECHNICAL				20500 2					

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL		28000 2	25477 4		30000 1		22500 14		29868 1
BACHELOR - TECHNICAL							27942 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		18900 1							
BACHELOR - TECHNICAL			23100 1				30101 9	28350 4	33927 14

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	35075 4	33800 5	34008 13		32920 3	25500 1	40957 20 43300/40000	36625 11	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	22173 3								
BACHELOR - TECHNICAL				36125 4	33260 4	41000 1			

AVERAGE SALARY OFFERS APRIL 1993 MAPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	29244	1							24000	1	29667	3	32500	1				
BACHELOR - TECHNICAL									30941	9	32214	7	29240	5			19500	3

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON		RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL			31045	11	26640	1	24992	12									15000	1
BACHELOR - TECHNICAL	20800	1	34500	11			31852	5	29000	1					32800	5		

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Morgan State University
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
Seton Hall University
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 8, 1993 through May 6, 1993) and cumulatively (September 1, 1992, and May 6, 1993). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	86	410	$27391	$27015	$33000	$28000	$20000	231	1906	$28446	$27817	$33000	$29400	$24000
BUSINESS ADMINISTRATION	42	189	24344	24574	31000	23500	18000	81	534	26075	24570	33000	25000	20000
DISTRIBUTION MANAGEMENT	3	7	24500	23614	*	*	*	4	23	24975	27074	*	*	*
ECONOMICS & FINANCE	38	223	25913	25486	32000	24500	20000	52	570	26776	26842	32000	27250	21000
HOTEL/RESTAURANT MGMT.	6	20	23417	21460	*	*	*	6	39	23417	21737	*	*	*
HUMAN RESOURCES (incl. LA	1	11	23500	20249	*	*	*	2	29	24750	23846	*	*	*
MANAGEMENT INFO SYSTEMS	23	90	24981	28871	30000	26000	19000	23	230	24981	29263	30000	26000	19000
MARKETING/MARKETING MANAG	51	218	23282	24236	30000	23500	18000	58	579	22957	24499	30000	23500	15600
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	20664				+	21	+	23209			
COMMUNICATIONS	16	39	20982	21742	*	*	*	18	115	20667	21735	*	*	*
JOURNALISM	2	19	14780	19472	*	*	*	2	41	14780	19327	*	*	*
TELECOMMUNICATIONS/BROADC	5	10	18808	22704	*	*	*	6	21	19923	22926	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	34	53	15862	17284	23000	13890	11700	34	196	15862	19594	23000	13890	11700
PRE-ELEMENTARY EDUCATION	2	2	12532	12532	*	*	*	2	16	12532	15742	*	*	*
PHYSICAL EDUCATION	+	2	+	22272				+	15	+	21883			
SPECIAL EDUCATION	13	19	20559	20388	*	*	*	13	41	20559	20926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21643				+	25	+	20490			
TEXTILES & CLOTHING	+	12	+	23208				+	26	+	22772			
MERCHANDISING MANAGEMENT	+	2	+	23000				+	8	+	20875			
HUMANITIES														
FOREIGN LANGUAGES	2	6	15750	22016	*	*	*	2	11	15750	22051	*	*	*
LETTERS (incl. English)	9	25	19611	20960	*	*	*	14	65	20214	20989	*	*	*
VISUAL & PERFORMING ARTS	4	14	18060	18803	*	*	*	5	36	18048	19797	*	*	*
HUMANITIES - OTHER	5	33	32300	25045	*	*	*	7	45	31392	24513	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	17400				1	16	18900	21400	*	*	*
HISTORY	6	13	23200	24569	*	*	*	8	38	21038	23524	*	*	*
POLITICAL SCIENCE/GOVT	12	38	23043	25891	*	*	*	13	67	22963	24429	*	*	*
PSYCHOLOGY	23	51	18081	19834	24300	16536	13000	25	96	18515	20313	27600	16536	13000
SOCIOLOGY	1	10	24000	22700	*	*	*	1	27	24000	20458	*	*	*
SOCIAL SCIENCES-OTHER	2	25	17000	23082	*	*	*	3	79	19667	23536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	16	+	31954				1	55	34200	31800	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	26500				+	9	+	31567			
ARCHITECTURAL ENGINEERING	+	4	+	29850				+	18	+	27767			
BIOENGINEERING & BIOMEDIC	+	1	+	23650				+	4	+	25663			
CHEMICAL ENGINEERING	11	113	40383	39565	*	*	*	38	446	40145	39756	42300	41000	35400
CIVIL ENGINEERING	9	98	29933	29005	*	*	*	19	324	30111	29293	*	*	*
COMPUTER ENGINEERING	10	70	32810	35094	*	*	*	23	258	34195	34328	36540	35000	30000
ELECTRICAL/ELECTRONIC	17	215	34009	34655	*	*	*	37	719	34858	34325	39000	35000	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$42000				+	2	+	$37812			
INDUSTRIAL ENGINEERING	7	66	$33972	33349	*	*	*	19	255	$32799	33018	*	*	*
MECHANICAL ENGINEERING	21	242	34255	34469	$36600	$35000	$31800	55	862	34095	34600	$37200	$35000	$29500
METALLURGICAL ENGINEERING	5	25	31000	32997	*	*	*	6	69	32233	33800	*	*	*
MINING (INCL GEOLOGICAL)	+	5	+	33440				+	22	+	32804			
NUCLEAR ENGINEERING	+	3	+	34440				+	9	+	34738			
PETROLEUM ENGINEERING	+	7	+	37700				+	29	+	39241			
TEXTILE ENGINEERING	+	2	+	36250				+	4	+	37075			
ENGINEERING TECHNOLOGY	17	22	22789	24155	*	*	*	27	69	24423	28922	32500	25500	16500
INDUSTRIAL TECHNOLOGY	+	1	+	31800				+	3	+	29100			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	22000				1	20	18000	23190	*	*	*
ANIMAL SCIENCES	+	8	+	21063				4	23	24025	20830	*	*	*
PLANT SCIENCES	+	1	+	25000				+	3	+	25000			
NATURAL RESOURCES	2	10	22880	22457	*	*	*	2	15	22880	22171	*	*	*
OTHER AGRICULTURAL SCIENC	+	+	+	+				1	16	22500	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	42	168	28772	31184	35000	31350	18000	68	467	29940	31314	36100	32000	20000
COMPUTER PROGRAMMING	1	8	33500	29250	*	*	*	2	22	30250	28780	*	*	*
INFORMATION SCIENCES	19	29	32316	30674	*	*	*	28	95	32293	29280	35000	33000	29000
SYSTEMS ANALYSIS	+	1	+	36140				+	2	+	33570			
HEALTH SCIENCES														
ALLIED HEALTH	+	7	+	22101				4	17	33260	26876	*	*	*
HEALTH SCIENCES	5	8	20500	20413	*	*	*	5	19	20500	21383	*	*	*
NURSING	11	18	37825	34226	*	*	*	15	39	37372	31864	*	*	*
PHARMACY	2	21	40500	41436	*	*	*	3	62	40667	43215	*	*	*
SCIENCES														
ACTUARIAL	+	6	+	34287				+	10	+	34352			
ARCHITECTURAL & ENVIRONME	1	13	29000	26846	*	*	*	3	24	23267	24535	*	*	*
BIOLOGICAL SCIENCES	4	15	22400	20741	*	*	*	5	39	21180	21726	*	*	*
CHEMISTRY	2	5	31000	33266	*	*	*	7	31	30786	30622	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	1	16	20500	27831	*	*	*	3	58	25900	25726	*	*	*
PHYSICS	1	2	12000	14400	*	*	*	1	7	12000	22040	*	*	*
OTHER PHYSICAL & EARTH SC	1	6	16640	23040	*	*	*	1	11	16640	22317	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	29	+	28793				+	29	+	28793			
TOTALS	575	2830						989	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	60	265	$29309	$28038	$34000	$29850	$25000	187	1487	$29234	$28370	$33000	$29500	$25000
ACCOUNTING (PRIVATE)	23	123	22076	25625	27000	20800	15600	43	411	25020	26174	31000	25000	16900
COMMERCIAL BANKING (CONSU	5	27	23220	24704	*	*	*	5	80	23220	23872	*	*	*
COMMERCIAL BANKING (LENDI	3	55	32000	25782	*	*	*	3	99	32000	25675	*	*	*
INVESTMENT BANKING (CORP	4	9	25375	27389	*	*	*	5	24	27300	29917	*	*	*
INVESTMENT BANKING (MERG	1	3	32000	35667	*	*	*	1	9	32000	32556	*	*	*
INVESTMENT BANKING (REAL	+	2	+	25000				+	8	+	21363			
INVESTMENT BANKING (SALE	1	4	45000	36250	*	*	*	1	13	45000	30846	*	*	*
FINANCIAL/TREASURY ANALYS	9	85	25189	28436	*	*	*	18	200	27194	28346	*	*	*
PORTFOLIO MANAGEMENT / BR	3	12	24333	23167	*	*	*	3	29	24333	23803	*	*	*
UNDERWRITING	5	18	23500	24433	*	*	*	8	51	24188	24089	*	*	*
INSURANCE - CLAIMS	3	20	18933	23347	*	*	*	8	42	20611	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	18	19620	22886	*	*	*	7	41	19640	24371	*	*	*
MEDIA PLANNING	2	2	27250	27250	*	*	*	3	12	26667	21775	*	*	*
REPORTING	1	3	18000	14833	*	*	*	2	13	18000	17026	*	*	*
COMMUNICATIONS-PRODUCTION	2	7	18280	21431	*	*	*	2	18	18280	22912	*	*	*
PUBLIC RELATIONS	10	19	19978	21323	*	*	*	10	38	19978	21458	*	*	*
WRITING / EDITING	4	11	23400	20932	*	*	*	4	19	23400	21440	*	*	*
MARKETING														
ADVERTISING	1	6	28080	20846	*	*	*	1	22	28080	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	7	25	18040	23942	*	*	*	9	67	20253	25354	*	*	*
BUYER/MERCHANDISING	3	55	23667	23818	*	*	*	7	152	24701	24483	*	*	*
DISTRIBUTION	1	6	20000	25410	*	*	*	1	27	20000	27906	*	*	*
MARKET RESEARCH	3	8	18667	23013	*	*	*	4	35	21500	23600	*	*	*
PURCHASING	1	2	12000	20500	*	*	*	1	6	12000	22400	*	*	*
SALES	15	180	20683	25056	*	*	*	35	524	22654	25458	33000	22500	13500
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	18	24	19494	20179	*	*	*	18	36	19494	21382	*	*	*
GOV'T-FINANCE, TAXATION,	4	26	26525	23952	*	*	*	5	57	27194	23920	*	*	*
ECONOMIC PROGRAMS	4	5	21272	20967	*	*	*	4	8	21272	20983	*	*	*
LAW ENFORCEMENT	1	6	45000	26200	*	*	*	2	20	31950	24148	*	*	*
MILITARY	8	22	21965	23142	*	*	*	9	38	22091	24337	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	4	+	32700			
URBAN / REGIONAL PLANNING	4	6	26360	27907	*	*	*	4	14	26360	25096	*	*	*
ENGINEERING														
BIOENGINEERING	2	3	22500	26667	*	*	*	2	5	22500	30800	*	*	*
DESIGN / CONSTRUCT	10	139	28517	30875	*	*	*	19	443	29267	30971	*	*	*
ENVIRONMENTAL/SANITATION	1	8	25760	30170	*	*	*	5	62	27832	31513	*	*	*
MANUFACTURING/INDUSTRIAL	14	121	29715	34836	*	*	*	28	449	31821	34922	36600	32850	25000
SYSTEMS / PROGRAMMING	6	37	30007	33910	*	*	*	10	110	32034	33114	*	*	*
POWER SYSTEMS	3	20	24229	33919	*	*	*	8	91	30211	34279	*	*	*
SOFTWARE DESIGN & DEVELOP	6	55	31300	34653	*	*	*	19	171	33153	33827	*	*	*
HARDWARE DESIGN & DEVELOP	3	71	36267	35934	*	*	*	3	163	36267	35783	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	14	$26750	$33056	*	*	*	5	95	$30452	$35381	*	*	*
TESTING	1	19	35000	34431	*	*	*	2	59	30250	33068	*	*	*
PROCESS ENGINEERING	7	83	36673	38856	*	*	*	27	311	39846	39281	$42300	$41000	$39900
PROJECT ENGINEERING	8	75	36438	35046	*	*	*	19	281	36546	35202	*	*	*
OTHER ENGINEERING	31	203	34795	34083	$38000	$35000	$30000	70	723	34304	34018	39600	35000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	11	16747	19540	*	*	*	6	21	19460	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	3	7	22600	23644	*	*	*	3	13	22600	26589	*	*	*
NURSES / PERSONAL CARE	11	18	37825	34226	*	*	*	15	43	37372	31463	*	*	*
OCCUPATIONAL THERAPY	1	2	17680	14840	*	*	*	5	6	30144	27120	*	*	*
PHARMACIST	2	21	40500	41436	*	*	*	3	62	40667	43215	*	*	*
PHYSICAL THERAPY	+	1	+	13500				+	5	+	22600			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	7	19	19791	20532	*	*	*	8	43	19355	20713	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	5	12	17121	19577	*	*	*	6	30	19141	19559	*	*	*
COUNSELING	8	19	14692	19096	*	*	*	8	38	14692	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	15550			
SOCIAL WORK	2	10	16643	18787	*	*	*	2	27	16643	19679	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	35	122	29063	29100	35000	30000	22000	45	332	29326	29345	35500	30000	22000
INFORMATION SYSTEMS	13	49	28228	30089	*	*	*	23	217	29629	30139	34500	30000	24960
SYSTEMS ANALYSIS & DESIGN	18	72	27897	30309	*	*	*	24	169	28368	31467	33000	30500	22000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	33769				+	15	+	30449			
AGRICULTUR/NATURAL RESOU	+	14	+	22165				3	43	19500	21696	*	*	*
ARCHITECTURE	+	4	+	23825				1	12	20800	22182	*	*	*
CONSULTING	35	132	30657	30493	34000	32000	28000	57	376	31474	31299	35000	32000	28000
HUMAN RESOURCES	12	21	20159	22429	*	*	*	13	47	20657	23006	*	*	*
MANAGEMENT TRAINEE	61	284	23677	23862	28000	23500	20000	78	625	24403	23736	30000	23500	20000
MATH/STATISTICIANS	1	2	25000	23500	*	*	*	2	7	27000	26714	*	*	*
PARALEGAL	2	2	23000	23000	*	*	*	2	11	23000	20509	*	*	*
RESEARCH - NONTECHNICAL	2	3	18360	22907	*	*	*	2	7	18360	27103	*	*	*
RESEARCH - TECHNICAL	4	7	27035	27541	*	*	*	9	21	30238	28842	*	*	*
TEACHING	46	86	17944	18779	25110	17248	11856	47	354	17882	20119	25110	16900	11856
TOTALS	575	2830						989	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES* 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES* 90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	24	+	$31813				+	68	+	$30904			
MBA--NON-TECH	+	48	+	38505				1	222	$30000	36528	*	*	*
MBA--TECH	+	20	+	45925				+	41	+	44058			
MS-BUSINESS	+	1	+	38000				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	5	+	34255				+	15	+	35965			
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	13	+	31031			
MANAGEMENT INFORMATION SY	+	1	+	36400				+	13	+	37292			
MARKETING/MKTNG MGT (RESE	+	2	+	47000				+	7	+	42571			
COMMUNICATIONS														
ADVERTISING	+	1	+	31000				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	32000				+	2	+	23500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				9	15	26205	27662	*	*	*
ELEMENTARY EDUCATION	+	2	+	25500				18	25	26752	27433	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	23000				+	6	+	28118			
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				1	8	25000	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	1	+	36240				+	2	+	38120			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	43167				+	11	+	42804			
AGRICULTURAL	+	1	+	45000				+	3	+	45000			
BIOENGINEERING & BIOMEDIC	+	1	+	36000				+	2	+	38000			
CHEMICAL	+	4	+	42500				1	21	43500	41558	*	*	*
CIVIL	+	16	+	33991				+	54	+	34482			
COMPUTER	+	10	+	40198				+	30	+	39334			
ELECTRICAL/ELECTRONIC	+	60	+	42275				3	197	39427	41148	*	*	*
INDUSTRIAL	2	5	$36123	39249	*	*	*	3	33	35749	40277	*	*	*
MECHANICAL	+	44	+	41275				1	146	34000	40845	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	2	+	31500				+	7	+	29552			
NURSING	+	+	+	+				2	3	$26585	29390	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	+	+	+				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	36	+	38183				1	86	37000	37948	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	34000				1	8	37500	35250	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	42000				+	9	+	35822			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	1	+	37000				+	1	+	37000			
TOTALS	2	294						41	1087					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	43	+	$47297				1	125	$26000	$46479	*	*	*
MBA--TECH	+	16	+	55875				1	32	27000	53003	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	83	+	53687				1	189	26339	52896	*	*	*
MBA--TECH	+	36	+	56152				+	101	+	56100			
OVER 4 YEARS														
MBA--NON-TECH	7	62	$67514	56358	*	*	*	50	185	54063	52632	$86000	$50500	$33500
MBA--TECH	1	20	33000	59505	*	*	*	14	59	50311	58867	*	*	*
TOTALS	8	260						67	691					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$45000				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	4	9	$55425	54524	*	*	*	4	14	$55425	53481	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	45000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	23000				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	1	2	32000	34350	*	*	*	1	2	32000	34350	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	1	4	60000	57000	*	*	*	11	35	55945	54650	*	*	*
CIVIL	+	1	+	65000				+	3	+	54167			
COMPUTER	+	5	+	56533				+	5	+	56533			
ELECTRICAL/ELECTRONIC	4	16	70025	59326	*	*	*	7	40	66728	56591	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	6	+	54736				+	27	+	51654			
METALLURGICAL	1	5	48000	52296	*	*	*	1	13	48000	52674	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	2	2	40500	40500	*	*	*	2	23	40500	52465	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	3	+	36833				+	4	+	42763			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				1	7	58000	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	13	55						28	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	29292 181 38000/26000			28875 4			25000 1	27000 1	16900 1
BUSINESS ADMINISTRATION	33500 3			29867 3		28700 2	29000 4	31433 15	
ECONOMICS & FINANCE	28667 3			28909 11	32000 2			29000 4	
MANAGEMENT INFO SYSTEMS						29000 1	24390 14	32000 1	
MARKETING/MARKETING MANAG		12000 1		19800 2		28000 1	25000 1	24167 3	
COMMUNICATIONS						19055 4		20000 1	
TELECOMMUNICATIONS/BROADC		28080 1				15320 3	25500 1		
LETTERS (incl. English)							35800 1		
PSYCHOLOGY						18000 1			
SOCIAL SCIENCES-OTHER				20000 1					
CHEMICAL ENGINEERING								30000 1	
CIVIL ENGINEERING								31750 2	28537 6
COMPUTER ENGINEERING							33848 8	34933 3	34000 1
ELECTRICAL/ELECTRONIC						28950 2	58500 1	33333 3	36400 2
INDUSTRIAL ENGINEERING								33667 6	
MECHANICAL ENGINEERING								31333 3	32000 1
ENGINEERING TECHNOLOGY						42000 1	27770 2		22500 2
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE	30800 1			19500 2	35000 3	24750 2	30200 13	32083 12	28500 1
COMPUTER PROGRAMMING				27000 1			33500 1		
INFORMATION SCIENCES				35000 1		33600 5	28000 2	32600 10	
ARCHITECTURAL & ENVIRONME			20800 1						20000 1
MATHEMATICS							29000 1		

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
OTHER PHYSICAL & EARTH SC								16640 1	

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21667 3		23500 4	25000 2		23100 4			
BUSINESS ADMINISTRATION	20000 1		25000 1	24636 8		22238 21 29000/20000	20000 1		
DISTRIBUTION MANAGEMENT						24500 3			
ECONOMICS & FINANCE	29813 8			27250 2		21100 5			22000 1
HOTEL/RESTAURANT MGMT.			23700 5						
HUMAN RESOURCES (incl. LA						24750 2			
MANAGEMENT INFO SYSTEMS						28000 1			
MARKETING/MARKETING MANAG	24050 4		21740 2	25800 5		22347 21 27000/20800	16000 1		23000 1
COMMUNICATIONS				21000 1		23700 4	20000 1		22000 1
TELECOMMUNICATIONS/BROADC				20000 1					
ELEMENTARY EDUCATION							18720 1		
PRE-ELEMENTARY EDUCATION						11440 1			
FOREIGN LANGUAGES						15750 2			
LETTERS (incl. English)				23000 2		19000 1			17000 1
VISUAL & PERFORMING ARTS									18000 1
HUMANITIES - OTHER						29000 1	15000 1		
CRIMINAL JUSTICE								18900 1	
HISTORY	40000 1	19000 1				13500 1			20800 1
POLITICAL SCIENCE/GOVT		18000 1	12000 1	22000 1	24000 1	24000 1		23400 1	20000 1
PSYCHOLOGY				23500 2		19750 4	13000 1		
SOCIAL SCIENCES-OTHER				25000 1					
COMPUTER ENGINEERING				35000 1					
ANIMAL SCIENCES				25000 1					

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER SCIENCE	32000	1					17680	2			
INFORMATION SCIENCES	33000	3					29000	1			

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				29500 3		25304 6			20790 2
BUSINESS ADMINISTRATION	24000 1		29500 1			22929 4		23000 1	27000 1
DISTRIBUTION MANAGEMENT			26400 1						
ECONOMICS & FINANCE			22500 1			25194 8			21000 1
HOTEL/RESTAURANT MGMT.	22000 1								
MANAGEMENT INFO SYSTEMS						21333 3			
MARKETING/MARKETING MANAG			50000 1			19977 4		30220 1	
COMMUNICATIONS						20667 3	17685 1	18300 1	
JOURNALISM									14560 1
ELEMENTARY EDUCATION			18900 1		15018 25 25500/11440			15600 1	17240 2
SPECIAL EDUCATION					21310 11				16426 2
LETTERS (incl. English)					14733 3	22000 1			
VISUAL & PERFORMING ARTS									12680 1
HUMANITIES - OTHER					24500 1	38500 2	45000 1		
HISTORY					20700 2				
POLITICAL SCIENCE/GOVT					35000 1	18000 1	23000 1		
PSYCHOLOGY			19000 1	30000 1		18000 1		18000 1	12480 1
SOCIOLOGY							24000 1		
SOCIAL SCIENCES-OTHER								14000 1	
CHEMICAL ENGINEERING							32500 1		
CIVIL ENGINEERING			39000 1	35500 1		29530 1	25887 3		
ELECTRICAL/ELECTRONIC				34667 3		26930 2			
INDUSTRIAL ENGINEERING						24000 1			27400 1

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MECHANICAL ENGINEERING		36000 2				29833 3			
METALLURGICAL ENGINEERING						19200 1			
ENGINEERING TECHNOLOGY		35000 1	25500 1	29500 1		21093 2	11440 1		
ANIMAL SCIENCES						23100 1			
NATURAL RESOURCES				25760 1					
COMPUTER SCIENCE		32260 2	29000 2		30000 1	37466 1			25480 2
INFORMATION SCIENCES			29000 1						
ALLIED HEALTH								33947 3	31200 1
HEALTH SCIENCES					20500 3			20500 2	
NURSING						33000 1		38121 13	32000 1
PHARMACY								40667 3	
BIOLOGICAL SCIENCES		24500 2						16300 1	20200 1
CHEMISTRY		30000 1							32000 1
MATHEMATICS					20500 1				
PHYSICS					12000 1				

ERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			17750 2	21000 2			24400 2		32920 5
BUSINESS ADMINISTRATION	13125 1		17000 1	20000 1			32000 1		30100 5
ECONOMICS & FINANCE						30000 1		21000 1	
MANAGEMENT INFO SYSTEMS					31000 1				
MARKETING/MARKETING MANAG			21000 1	21200 1				15000 1	
JOURNALISM			15000 1						
ELEMENTARY EDUCATION	28080 1		16025 3						
PRE-ELEMENTARY EDUCATION			13624 1						
LETTERS (incl. English)		14000 1							
VISUAL & PERFORMING ARTS			21000 1						
HUMANITIES - OTHER			29244 1						
HISTORY			18000 1						
POLITICAL SCIENCE/GOVT	18720 1								
PSYCHOLOGY			14774 8		27600 2		15000 1		
CHEMICAL ENGINEERING						41000 1			40278 23 43300/38100
CIVIL ENGINEERING								30075 4	
COMPUTER ENGINEERING					35500 1		35100 1		34650 2
ELECTRICAL/ELECTRONIC					34120 5		34050 2		38750 2
INDUSTRIAL ENGINEERING									35881 5
MECHANICAL ENGINEERING					35833 6		35040 8	34500 2	37936 5
METALLURGICAL ENGINEERING									38400 1
ENGINEERING TECHNOLOGY						28400 2	19869 3		
ANIMAL SCIENCES						18000 1			

ERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
COMPUTER SCIENCE					35167 3		33900 1		31083 3
ARCHITECTURAL & ENVIRONME	29000 1								
BIOLOGICAL SCIENCES									20400 1
CHEMISTRY									30700 5

ERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING		20950 2		30000 2					
BUSINESS ADMINISTRATION		26640 1			24250 2				
ECONOMICS & FINANCE								29800 1	
MANAGEMENT INFO SYSTEMS		29100 1							
MARKETING/MARKETING MANAG									35000 1
CHEMICAL ENGINEERING			41010 1	41164 3				41000 1	41400 1
CIVIL ENGINEERING									35400 1
COMPUTER ENGINEERING	36500 2	33000 2							
ELECTRICAL/ELECTRONIC	34000 1	33617 3				40000 1		32500 1	
INDUSTRIAL ENGINEERING		36852 2			31680 1		25000 1		
MECHANICAL ENGINEERING		34748 11			29544 5				35400 1
METALLURGICAL ENGINEERING					32400 2				
ENGINEERING TECHNOLOGY		23180 4				32500 1	21424 1		29000 1
AGRIBUSINESS			18000 1						
ANIMAL SCIENCES			30000 1						
OTHER AGRICULTURAL SCIENC			22500 1						
COMPUTER SCIENCE	29150 4	27028 5			30000 1				22500 1
INFORMATION SCIENCES	32000 1	35000 1							
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						29833 3	19000 1
BUSINESS ADMINISTRATION							22500 2
ECONOMICS & FINANCE		20000 1					21000 2
MANAGEMENT INFO SYSTEMS							20000 1
MARKETING/MARKETING MANAG							20850 6
COMMUNICATIONS							20000 1
LETTERS (incl. English)							21250 4
VISUAL & PERFORMING ARTS	14560 1						24000 1
HISTORY							15600 1
POLITICAL SCIENCE/GOVT						38000 1	22400 1
PSYCHOLOGY							20000 1
AEROSPACE & AERONAUTICAL							34200 1
CHEMICAL ENGINEERING		40800 1				41400 4	42300 1
COMPUTER ENGINEERING						33000 1	30000 1
ELECTRICAL/ELECTRONIC						34891 8	40000 1
INDUSTRIAL ENGINEERING							30000 2
MECHANICAL ENGINEERING			35760 1			35025 4	30833 3
METALLURGICAL ENGINEERING			36000 1				35000 1
ENGINEERING TECHNOLOGY				15600 2			25500 2
COMPUTER SCIENCE			16000 1	31200 1		35550 2	42000 1
INFORMATION SCIENCES				31200 1			32000 2

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	29350 187 38000/26000	20040 2		27748 21 46000/20000	32000 2	21215 12	25853 22 35800/22000	29560 25 36000/24000	16900 1
BACHELOR - TECHNICAL	30800 1		20800 1	25250 4	35000 3	31740 10	31997 28 58500/27040	32242 41 40000/29000	28235 15

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27041 17	18500 2	22537 13	24463 25 32000/20000	24000 1	22048 72 29000/15000	17120 6	21150 2	20400 7
BACHELOR - TECHNICAL	32750 4			30000 2		21453 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	23000 2		27717 6	29625 4	17557 43 35000/11856	23818 33 58000/18000	27421 4	19853 6	17876 11
BACHELOR - TECHNICAL		31315 8	30300 5	32293 6	20667 6	27065 13	24320 5	35305 22 56150/21000	27680 7

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	19975 3	14000 1	16832 20 29244/12480	20800 4	28733 3	30000 1	23950 4	18000 2	31510 10
BACHELOR - TECHNICAL	29000 1				35107 15	28950 4	31802 15	31550 6	37188 47 43300/31200

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL		24410 4		30000 2	24250 2			29800 1	35000 1
BACHELOR - TECHNICAL	31950 8	31630 28 38064/20000	27878 4	41164 3	30240 10	36250 2	23212 2	36750 2	32740 5

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	14560 1	20000 1				31875 4	
BACHELOR - TECHNICAL		40800 1	29253 3	23400 4		36259 19	

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	29234 185 38000/25000	25634 35 46000/16900	23167 3						25000 2
BUSINESS ADMINISTRATION		26667 3	14600 1	40000 1	35000 1				26000 1
ECONOMICS & FINANCE	29250 2	32000 1	32000 1	32000 1	25375 4	32000 1		45000 1	28446 13
MANAGEMENT INFO SYSTEMS		18000 1							
MARKETING/MARKETING MANAG		15600 1		24000 1					21200 1
COMMUNICATIONS									22500 1
ELEMENTARY EDUCATION		18720 1							
SPECIAL EDUCATION		14352 1							

VERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION	17000 1	30000 1	20361 3					25000 1	
ECONOMICS & FINANCE	31000 1	27500 1						22000 1	
HOTEL/RESTAURANT MGMT.								22000 1	
MANAGEMENT INFO SYSTEMS								25500 1	
MARKETING/MARKETING MANAG	25000 1	23333 3	25000 1	21200 1	23000 1				
COMMUNICATIONS						18000 1	22000 1	19907 3	
TELECOMMUNICATIONS/BROADC		20000 1			25500 1		14560 1		
ELEMENTARY EDUCATION			16800 1						
LETTERS (incl. English)		23000 2							26400 2
VISUAL & PERFORMING ARTS				18853 3					
HISTORY						18000 1			20800 1
POLITICAL SCIENCE/GOVT			22000 1						20000 1
PSYCHOLOGY			15000 1					15500 2	
SOCIAL SCIENCES-OTHER			25000 1						
ENGINEERING TECHNOLOGY				19907 3					
COMPUTER SCIENCE					31500 1			14560 1	

ERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING								18000 1	
BUSINESS ADMINISTRATION		20000 1	24667 3		30000 1		25100 10	20000 1	
DISTRIBUTION MANAGEMENT							26400 1		
ECONOMICS & FINANCE		30000 1			21000 1	12000 1	24000 1		28967 4
HUMAN RESOURCES (incl. LA		26000 1							
MANAGEMENT INFO SYSTEMS							20000 1		
MARKETING/MARKETING MANAG		16640 2	22953 2	20000 1	17500 2		21143 7	21000 2	20100 1
COMMUNICATIONS								19750 4	
TELECOMMUNICATIONS/BROADC	28080 1						11400 1		
PRE-ELEMENTARY EDUCATION							11440 1		
FOREIGN LANGUAGES		17500 1					14000 1		
LETTERS (incl. English)							22500 1	17500 3	
VISUAL & PERFORMING ARTS								21000 1	
HUMANITIES - OTHER			29000 1					15000 1	
HISTORY							14550 2		
POLITICAL SCIENCE/GOVT			24000 1					21133 3	
PSYCHOLOGY		18500 3					23500 2	20000 1	
SOCIAL SCIENCES-OTHER								20000 1	
CHEMICAL ENGINEERING							35400 2		
ELECTRICAL/ELECTRONIC							29850 1		
ENGINEERING TECHNOLOGY							20400 1		
ANIMAL SCIENCES							25000 1		
COMPUTER SCIENCE							13500 1		

VERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		GOV'T-EXECUTIV	GOV'T-FINANCE,
CHEMISTRY							28500	1		

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			22717 1		22000 1				
ECONOMICS & FINANCE	20562 3		24000 1						
MANAGEMENT INFO SYSTEMS			22500 2						
MARKETING/MARKETING MANAG			18000 1		36000 2				35000 1
HUMANITIES - OTHER		45000 1	19000 1						
CRIMINAL JUSTICE		18900 1							
POLITICAL SCIENCE/GOVT	23400 1								
PSYCHOLOGY			18000 1						
CHEMICAL ENGINEERING								32500 1	
CIVIL ENGINEERING							30031 10	25950 2	
ELECTRICAL/ELECTRONIC							40000 1		31200 3
INDUSTRIAL ENGINEERING									35536 4
MECHANICAL ENGINEERING			29000 1			25000 1	35500 4		34170 14
ENGINEERING TECHNOLOGY					11440 1		17923 3	29000 1	23644 6
ANIMAL SCIENCES			23100 1						
NATURAL RESOURCES						20000 1		25760 1	
ARCHITECTURAL & ENVIRONME							20000 1		

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION									31000 1
ECONOMICS & FINANCE									21000 1
HUMANITIES - OTHER									58000 1
POLITICAL SCIENCE/GOVT		18000 1						38000 1	
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL ENGINEERING							41078 25 43300/40000	41000 2	40466 7
CIVIL ENGINEERING		35500 1						31633 3	26000 1
COMPUTER ENGINEERING	35433 3		34297 6	40000 1					35150 6
ELECTRICAL/ELECTRONIC	35000 1	36250 2	32000 1	34400 2	32500 1			37667 3	35752 21 58500/32500
INDUSTRIAL ENGINEERING								31680 1	29777 6
MECHANICAL ENGINEERING	36000 1	34250 2			32880 2			36600 8	33824 17
METALLURGICAL ENGINEERING									31000 5
ENGINEERING TECHNOLOGY	27020 2	23593 2	28500 1			30250 2		42000 1	25833 3
COMPUTER SCIENCE	29667 3		33562 10				28500 1		
INFORMATION SCIENCES			28000 1						
BIOLOGICAL SCIENCES					21000 1		20400 1		
CHEMISTRY					33000 1				

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								
BUSINESS ADMINISTRATION	23000 1								
MARKETING/MARKETING MANAG	30220 1								
COMMUNICATIONS	18300 1								
JOURNALISM	14560 1								
ELEMENTARY EDUCATION			15600 1		17680 1				
VISUAL & PERFORMING ARTS	12680 1								
PSYCHOLOGY									16536 1
SOCIOLOGY									24000 1
SOCIAL SCIENCES-OTHER									14000 1
ALLIED HEALTH					33260 4				
HEALTH SCIENCES									21000 4
NURSING				37372 15					
PHARMACY						40667 3			
BIOLOGICAL SCIENCES			20200 1						16300 1
CHEMISTRY			32000 1						

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION — CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 — 90th: 22080 / 10th: 18330 — PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30000 1	29500 2	27250 2		
ECONOMICS & FINANCE						30000 1			
MANAGEMENT INFO SYSTEMS					23008 8	25000 2	28333 6		
MARKETING/MARKETING MANAG	21000 1								
COMMUNICATIONS	20000 1			17685 1					
JOURNALISM		15000 1							
ELEMENTARY EDUCATION	12480 1								
PRE-ELEMENTARY EDUCATION	13624 1								
SPECIAL EDUCATION	18500 1								
LETTERS (incl. English)		16000 1			24000 1				
HUMANITIES - OTHER	29244 1								
PSYCHOLOGY		14422 6		15600 1					
COMPUTER ENGINEERING					31625 4	30000 1	33000 1		
ELECTRICAL/ELECTRONIC						21700 1			
INDUSTRIAL ENGINEERING						33200 1			
METALLURGICAL ENGINEERING					38400 1				
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									18000 1
OTHER AGRICULTURAL SCIENC									22500 1
COMPUTER SCIENCE					30160 22 38000/23750	28866 7	26695 11		
COMPUTER PROGRAMMING					27000 1		33500 1		
INFORMATION SCIENCES					33000 6	31938 8	32067 3		
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29000 2		26000 2					
BUSINESS ADMINISTRATION		31406 16	20255 3	24257 23 32400/20000	25000 1				
DISTRIBUTION MANAGEMENT				24500 3					
ECONOMICS & FINANCE		31000 2	20000 1	23438 8					
HOTEL/RESTAURANT MGMT.		30000 1		22125 4					
HUMAN RESOURCES (incl. LA				23500 1					
MANAGEMENT INFO SYSTEMS		31000 2							
MARKETING/MARKETING MANAG		30500 1	16827 3	24048 21 31000/23500					
COMMUNICATIONS			20000 1	23700 4					
TELECOMMUNICATIONS/BROADC		20000 1							
ELEMENTARY EDUCATION			18900 1						15683 28 28080/11440
SPECIAL EDUCATION									21310 11
LETTERS (incl. English)			13200 1	19000 1		22000 1			15000 1
HUMANITIES - OTHER									24500 1
HISTORY				29500 2					20700 2
POLITICAL SCIENCE/GOVT				12000 1		24000 1	18720 1		35000 1
PSYCHOLOGY		12000 1	28400 3	21250 2			18000 1		
CHEMICAL ENGINEERING		30000 1							
CIVIL ENGINEERING		31750 2							
COMPUTER ENGINEERING		34000 1							
INDUSTRIAL ENGINEERING		33667 6		35500 1					
MECHANICAL ENGINEERING		32000 1		29380 2				36000 2	
ENGINEERING TECHNOLOGY								33500 1	

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART B - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE		33091 11							
INFORMATION SCIENCES		32389 9		35000 1					
HEALTH SCIENCES									18500 1
ARCHITECTURAL & ENVIRONME	20800 1			29000 1					
BIOLOGICAL SCIENCES								28000 1	
CHEMISTRY								30500 4	
MATHEMATICS					29000 1				20500 1
PHYSICS									12000 1
OTHER PHYSICAL & EARTH SC								16640 1	

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29234 187 38000/25000	25020 43 46000/16900	23220 5	32000 3	27300 5	32000 1		45000 1	27194 18
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24333 3	24188 8	20611 8	19440 4	24250 2	18000 2	18280 2	20580 9	23400 4
BACHELOR - TECHNICAL				19907 3	31500 1			14560 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	28080 1	20253 9	24701 7	20000 1	21500 4	12000 1	21601 28 38500/13500	19494 18	27194 5
BACHELOR - TECHNICAL							26864 7		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21272 4	31950 2	20960 7		31333 3				35000 1
BACHELOR - TECHNICAL			26050 2		11440 1	22500 2	29267 19	27832 5	31703 27 40104/25000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL		18000 1						38000 1	
BACHELOR - TECHNICAL	32034 10	31955 7	33153 19	36267 3	30452 5	30250 2	39846 27 43300/39900	36466 18	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19460 6		15600 1		17680 1				
BACHELOR - TECHNICAL			26100 2	37372 15	33260 4	40667 3			

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	19141 6	14692 8		16643 2	23806 10	27800 5	28063 8		
BACHELOR - TECHNICAL					30903 35 38400/26000	30137 18	28521 16		19500 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29885 26 36000/27000	20657 13	23822 72 40000/20000	25000 1	23000 2	18360 2		17942 44 35000/11856
BACHELOR - TECHNICAL	20800 1	32806 31 40000/30000		31377 6	29000 1			30238 9	17000 3

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Morgan State University
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
Seton Hall University
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1993 through June 10, 1993) and cumulatively (September 1, 1992, and June 10, 1993). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	108	651	$28215	$27653	$33000	$29000	$23000	339	2557	$28372	$27775	$33000	$29000	$23000
BUSINESS ADMINISTRATION	55	369	25184	24290	30000	25000	20000	136	903	25714	24456	32500	25000	20000
DISTRIBUTION MANAGEMENT	4	15	23500	24000	*	*	*	8	38	24238	25861	*	*	*
ECONOMICS & FINANCE	50	446	27041	27155	32000	27000	22000	102	1016	26906	26979	32000	27000	22000
HOTEL/RESTAURANT MGMT.	7	47	22529	19586	*	*	*	13	86	22938	20561	*	*	*
HUMAN RESOURCES (incl. LA	+	23	+	21696				2	52	24750	22895	*	*	*
MANAGEMENT INFO SYSTEMS	3	68	29000	30149	*	*	*	26	298	25445	29465	31000	27500	19000
MARKETING/MARKETING MANAG	22	377	22787	24851	25000	23000	20000	80	956	22910	24638	30000	23500	16000
REAL ESTATE	+	1	+	18000				+	13	+	26968			
COMMUNICATIONS														
ADVERTISING	+	12	+	19333				+	33	+	21800			
COMMUNICATIONS	12	54	22817	22006	*	*	*	30	169	21527	21821	25500	20500	18000
JOURNALISM	1	35	15000	20555	*	*	*	3	76	14853	19893	*	*	*
TELECOMMUNICATIONS/BROADC	2	13	22500	23423	*	*	*	8	34	20568	23116	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	6	37	28350	22855	*	*	*	40	233	17735	20112	26000	15080	11700
PRE-ELEMENTARY EDUCATION	+	14	+	17247				2	30	12532	16444	*	*	*
PHYSICAL EDUCATION	+	2	+	17182				+	17	+	21330			
SPECIAL EDUCATION	+	10	+	22892				13	51	20559	21311	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	4	21	24952	20604	*	*	*	4	46	24952	20542	*	*	*
TEXTILES & CLOTHING	5	14	23900	21031	*	*	*	5	40	23900	22163	*	*	*
MERCHANDISING MANAGEMENT	1	7	22000	21914	*	*	*	1	15	22000	21360	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	5	15	24800	24680	*	*	*	7	26	22214	23568	*	*	*
LETTERS (incl. English)	6	45	25000	21250	*	*	*	20	110	21650	21096	27000	20500	15000
VISUAL & PERFORMING ARTS	4	16	20900	22625	*	*	*	9	52	19316	20667	*	*	*
HUMANITIES - OTHER	5	26	23500	25250	*	*	*	12	71	28104	24783	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	4	18	20325	21864	*	*	*	5	34	20040	21645	*	*	*
HISTORY	1	24	22100	22094	*	*	*	9	62	21156	22970	*	*	*
POLITICAL SCIENCE/GOVT	12	58	23742	24933	*	*	*	25	125	23337	24663	30000	23000	18000
PSYCHOLOGY	11	51	18216	20860	*	*	*	36	147	18424	20503	25500	16820	12480
SOCIOLOGY	3	17	20100	22988	*	*	*	4	44	21075	21436	*	*	*
SOCIAL SCIENCES-OTHER	10	57	19606	20779	*	*	*	13	136	19620	22380	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	26	27600	31303	*	*	*	2	81	30900	31641	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	30206				+	14	+	31081			
ARCHITECTURAL ENGINEERING	+	11	+	29792				+	29	+	28535			
BIOENGINEERING & BIOMEDIC	+	9	+	31411				+	13	+	29642			
CHEMICAL ENGINEERING	26	162	40049	39722	43860	40500	36600	64	608	40106	39747	42600	40830	35400
CIVIL ENGINEERING	13	190	29256	29134	*	*	*	32	514	29764	29234	35400	28680	26160
COMPUTER ENGINEERING	13	79	34593	31832	*	*	*	36	337	34339	33743	37500	35050	30000
ELECTRICAL/ELECTRONIC	48	289	34159	33985	36500	35000	30200	85	1008	34463	34228	37500	35000	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	4	+	$28448				+	6	+	$31569			
INDUSTRIAL ENGINEERING	9	126	$31633	32564	*	*	*	28	381	$32425	32868	$38064	$33100	$25000
MECHANICAL ENGINEERING	30	339	34297	34372	$38000	$34690	$29000	85	1201	34166	34535	37920	34800	29000
METALLURGICAL ENGINEERING	4	18	35400	34786	*	*	*	10	87	33500	34004	*	*	*
MINING (INCL GEOLOGICAL)	+	16	+	30450				+	38	+	31813			
NUCLEAR ENGINEERING	+	4	+	34453				+	13	+	34650			
PETROLEUM ENGINEERING	+	10	+	36780				+	39	+	38610			
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	8	51	26019	27365	*	*	*	35	120	24788	28260	31800	26728	16500
INDUSTRIAL TECHNOLOGY	+	9	+	29757				+	12	+	29593			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	17	20335	21626	*	*	*	4	37	19752	22471	*	*	*
ANIMAL SCIENCES	+	1	+	18778				4	24	24025	20745	*	*	*
PLANT SCIENCES	+	+	+	+				+	3	+	25000			
NATURAL RESOURCES	+	4	+	15960				2	19	22880	20863	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	25890				1	20	22500	25708	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	35	123	30886	30739	36000	31500	27000	103	590	30261	31195	36000	32000	22500
COMPUTER PROGRAMMING	2	14	25000	32893	*	*	*	4	36	27625	30379	*	*	*
INFORMATION SCIENCES	9	37	31400	29848	*	*	*	37	132	32076	29440	35000	33000	29000
SYSTEMS ANALYSIS	+	2	+	31360				+	4	+	32465			
HEALTH SCIENCES														
ALLIED HEALTH	+	19	+	26357				4	36	33260	26602	*	*	*
HEALTH SCIENCES	3	11	22800	25400	*	*	*	8	30	21363	22856	*	*	*
NURSING	45	94	32248	31881	38000	32700	24000	60	133	33529	31876	40000	34950	24000
PHARMACY	1	15	49400	41065	*	*	*	4	77	42850	42796	*	*	*
SCIENCES														
ACTUARIAL	+	14	+	32398				+	24	+	33212			
ARCHITECTURAL & ENVIRONME	+	12	+	21935				3	36	23267	23668	*	*	*
BIOLOGICAL SCIENCES	9	20	22464	22832	*	*	*	14	59	22006	22101	*	*	*
CHEMISTRY	3	16	28000	27728	*	*	*	10	47	29950	29637	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	28933				+	8	+	27970			
MATHEMATICS	11	32	27864	26778	*	*	*	14	90	27443	26100	*	*	*
PHYSICS	+	3	+	24333				1	10	12000	22728	*	*	*
OTHER PHYSICAL & EARTH SC	1	4	27000	21799	*	*	*	2	15	21820	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	615	4336						1604	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	87	454	$28923	$28281	$33000	$29000	$24000	274	1941	$29135	$28350	$33000	$29500	$25000
ACCOUNTING (PRIVATE)	22	173	25246	25760	30056	25000	20000	65	584	25096	26051	32000	25000	16900
COMMERCIAL BANKING (CONSU	7	37	24014	23722	*	*	*	12	117	23683	23825	*	*	*
COMMERCIAL BANKING (LENDI	8	83	26350	26583	*	*	*	11	182	27891	26089	*	*	*
INVESTMENT BANKING (CORP	1	18	23000	29361	*	*	*	6	42	26583	29679	*	*	*
INVESTMENT BANKING (MERG	+	1	+	29000				1	10	32000	32200	*	*	*
INVESTMENT BANKING (REAL	+	4	+	24510				+	12	+	22412			
INVESTMENT BANKING (SALE	7	24	29071	28981	*	*	*	8	37	31063	29636	*	*	*
FINANCIAL/TREASURY ANALYS	9	123	27896	27961	*	*	*	27	323	27428	28199	32000	27000	22500
PORTFOLIO MANAGEMENT / BR	4	24	23750	24199	*	*	*	7	53	24000	23982	*	*	*
UNDERWRITING	5	41	26748	25960	*	*	*	13	92	25172	24922	*	*	*
INSURANCE - CLAIMS	5	38	24520	22293	*	*	*	13	80	22114	22842	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	10	+	22000				7	40	19640	20831	*	*	*
MEDIA PLANNING	3	10	19833	20750	*	*	*	6	22	23250	21309	*	*	*
REPORTING	2	12	18000	19125	*	*	*	4	25	18000	18034	*	*	*
COMMUNICATIONS-PRODUCTION	3	15	21333	20333	*	*	*	5	33	20112	21740	*	*	*
PUBLIC RELATIONS	+	15	+	21169				10	53	19978	21376	*	*	*
WRITING / EDITING	2	13	30000	22915	*	*	*	6	32	25600	22039	*	*	*
MARKETING														
ADVERTISING	+	15	+	21853				1	37	28080	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	6	36	24150	25839	*	*	*	15	103	21812	25524	*	*	*
BUYER/MERCHANDISING	12	87	24458	24644	*	*	*	19	239	24548	24541	*	*	*
DISTRIBUTION	6	29	24350	26396	*	*	*	7	56	23729	27124	*	*	*
MARKET RESEARCH	4	26	24250	27302	*	*	*	8	61	22875	25178	*	*	*
PURCHASING	+	7	+	26091				1	13	12000	24387	*	*	*
SALES	29	365	25617	25893	33500	25500	18000	64	889	23997	25637	33500	25000	14000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	9	22000	23742	*	*	*	19	45	19626	21854	*	*	*
GOV'T-FINANCE, TAXATION,	+	22	+	27491				5	79	27194	24914	*	*	*
ECONOMIC PROGRAMS	1	4	22500	21625	*	*	*	5	12	21517	21197	*	*	*
LAW ENFORCEMENT	2	15	22650	24230	*	*	*	4	35	27300	24183	*	*	*
MILITARY	2	15	24500	26413	*	*	*	11	53	22529	24924	*	*	*
NATIONAL SECURITY	+	1	+	18000				+	5	+	29760			
URBAN / REGIONAL PLANNING	+	4	+	31905				4	18	26360	26609	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				2	5	22500	30800	*	*	*
DESIGN / CONSTRUCT	13	188	30386	30348	*	*	*	32	642	29722	30859	36000	29040	24500
ENVIRONMENTAL/SANITATION	4	50	33293	31124	*	*	*	9	112	30259	31339	*	*	*
MANUFACTURING/INDUSTRIAL	10	145	33440	34451	*	*	*	38	594	32247	34807	36600	33580	25000
SYSTEMS / PROGRAMMING	5	57	30612	32203	*	*	*	15	167	31560	32803	*	*	*
POWER SYSTEMS	4	39	33135	34036	*	*	*	12	130	31186	34206	*	*	*
SOFTWARE DESIGN & DEVELOP	11	48	35720	34857	*	*	*	30	219	34094	34053	38600	35000	28000
HARDWARE DESIGN & DEVELOP	2	31	37750	35341	*	*	*	5	194	36860	35712	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	8	47	$37153	$33912	*	*	*	13	142	$34575	$34895	*	*	*
TESTING	1	22	35000	33139	*	*	*	3	81	31833	33087	*	*	*
PROCESS ENGINEERING	16	107	38729	38976	*	*	*	43	418	39430	39203	$42500	$40860	$37500
PROJECT ENGINEERING	11	130	34257	33326	*	*	*	30	411	35707	34608	42000	35508	30000
OTHER ENGINEERING	53	319	33997	33493	$38500	$35000	$28000	123	1042	34172	33857	39000	35000	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	6	+	19740				6	27	19460	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	1	7	18000	21680	*	*	*	4	20	21450	24871	*	*	*
NURSES / PERSONAL CARE	46	95	31765	31651	38000	31742	24000	61	138	33143	31592	39500	34900	24000
OCCUPATIONAL THERAPY	+	5	+	28165				5	11	30144	27595	*	*	*
PHARMACIST	1	16	49400	40624	*	*	*	4	78	42850	42684	*	*	*
PHYSICAL THERAPY	2	8	17190	25485	*	*	*	2	13	17190	24375	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	10	27	22561	23030	*	*	*	18	70	21136	21606	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	4	19	14850	20173	*	*	*	10	49	17425	19797	*	*	*
COUNSELING	11	31	16658	18852	*	*	*	19	69	15830	19540	*	*	*
FUNDRAISING / DEVELOPMENT	1	7	13800	14686	*	*	*	1	12	13800	15046	*	*	*
SOCIAL WORK	3	16	19767	17950	*	*	*	5	43	18517	19035	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	19	111	29684	28884	*	*	*	64	443	29432	29229	35000	30000	22500
INFORMATION SYSTEMS	13	85	30746	30926	*	*	*	36	302	30032	30361	35000	31000	25000
SYSTEMS ANALYSIS & DESIGN	13	76	30015	30137	*	*	*	37	245	28947	31054	33500	31000	22000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	19	31500	31714	*	*	*	3	34	31500	31156	*	*	*
AGRICULTUR/NATURAL RESOU	2	14	19253	18088	*	*	*	5	57	19401	20810	*	*	*
ARCHITECTURE	+	6	+	19917				1	18	20800	21427	*	*	*
CONSULTING	30	242	32552	30491	36800	33000	28000	87	618	31846	30983	36000	32000	28000
HUMAN RESOURCES	4	22	20000	25564	*	*	*	17	69	20503	23822	*	*	*
MANAGEMENT TRAINEE	68	488	24250	22937	30000	24000	20000	146	1113	24332	23386	30000	23500	20000
MATH/STATISTICIANS	1	5	16000	23000	*	*	*	3	12	23333	25167	*	*	*
PARALEGAL	2	9	21000	22222	*	*	*	4	20	22000	21280	*	*	*
RESEARCH - NONTECHNICAL	2	8	23000	17813	*	*	*	4	15	20680	22148	*	*	*
RESEARCH - TECHNICAL	5	17	27400	25365	*	*	*	14	38	29224	27287	*	*	*
TEACHING	8	84	25963	21394	*	*	*	55	438	19057	20363	25500	18500	11856
TOTALS	615	4336						1604	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	32	$25500	$29603	*	*	*	1	100	$25500	$30488	*	*	*
MBA--NON-TECH	2	188	26500	36808	*	*	*	3	410	27667	36657	*	*	*
MBA--TECH	+	28	+	39113				+	69	+	42051			
MS-BUSINESS	+	+	+	+				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	8	+	32813				+	23	+	34868			
HUMAN RESOURCES (INCL LAB	+	2	+	27000				+	15	+	30493			
MANAGEMENT INFORMATION SY	+	4	+	35500				+	17	+	36871			
MARKETING/MKTNG MGT (RESE	+	5	+	32260				+	12	+	38275			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	1	1	24000	24000	*	*	*	1	3	24000	23667	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	34324				9	18	26205	28773	*	*	*
ELEMENTARY EDUCATION	+	2	+	30500				18	27	26752	27660	*	*	*
PHYSICAL EDUCATION	+	1	+	14500				+	2	+	20000			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	2	+	30400				+	7	+	26869			
HUMANITIES														
HUMANITIES - OTHER	+	2	+	30500				+	8	+	28714			
SOCIAL SCIENCES														
PSYCHOLOGY	1	2	28000	34000	*	*	*	2	10	26500	33530	*	*	*
SOCIAL SCIENCES - OTHER	3	6	23632	25128	*	*	*	3	8	23632	28376	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	39200				+	12	+	42504			
AGRICULTURAL	+	2	+	38000				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	38000			
CHEMICAL	1	8	42000	39713	*	*	*	2	29	42750	41049	*	*	*
CIVIL	+	19	+	33007				+	73	+	34098			
COMPUTER	+	6	+	40440				+	36	+	39518			
ELECTRICAL/ELECTRONIC	1	38	38000	40521	*	*	*	4	235	39070	41046	*	*	*
INDUSTRIAL	2	11	36336	36359	*	*	*	5	44	35984	39298	*	*	*
MECHANICAL	+	29	+	39514				1	175	34000	40624	*	*	*
METALLURGICAL	+	2	+	35750				+	4	+	36875			

continued

MAPA REGIONAL Report No. 5 JULY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	3	$18000	$38000	*	*	*	1	3	$18000	38000	*	*	*
HEALTH SCIENCES	1	6	40000	31770	*	*	*	1	13	40000	30576	*	*	*
NURSING	+	2	+	55000				2	5	26585	39634	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	1	1	27000	27000	*	*	*	1	2	27000	27000	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	3	+	30833				+	16	+	34471			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	8	+	37625				1	94	37000	37920	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	43000				1	10	37500	36800	*	*	*
MATHEMATICS (INCL ACTUARI	2	8	31500	31550	*	*	*	2	17	31500	33811	*	*	*
PHYSICS	+	1	+	15000				+	3	+	33000			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	17	436						58	1523					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	65	$23000	$44037	*	*	*	2	190	$24500	$45644	*	*	*
MBA--TECH	1	21	25000	53867	*	*	*	2	53	26000	53345	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	133	27000	47254	*	*	*	2	322	26670	50566	*	*	*
MBA--TECH	+	42	+	56916				+	143	+	56339			
OVER 4 YEARS														
MBA--NON-TECH	2	113	44500	51802	*	*	*	52	298	53695	52317	$82000	$49700	$35000
MBA--TECH	+	71	+	56572				14	130	50311	57614	*	*	*
TOTALS	5	445						72	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	3	4	$67667	$62500	*	*	*	7	18	$60671	55486	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	1	7	25500	53286	*	*	*	2	14	35250	50929	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	37000				1	4	32000	35675	*	*	*
SOCIOLOGY	1	3	35865	31288	*	*	*	1	3	35865	31288	*	*	*
SOCIAL SCIENCES	+	1	+	40000				+	2	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	4	12	55875	55408	*	*	*	15	47	55927	54843	*	*	*
CIVIL	+	1	+	50000				+	4	+	53125			
COMPUTER	4	5	63400	60720	*	*	*	4	10	63400	58627	*	*	*
ELECTRICAL/ELECTRONIC	4	6	58012	56291	*	*	*	11	46	63559	56552	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	27	+	51654			
METALLURGICAL	+	2	+	35000				1	15	48000	50317	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	34600				+	6	+	33000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	3	8	59033	48200	*	*	*	5	31	51620	51365	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	1	1	70000	70000	*	*	*	1	1	70000	70000	*	*	*
PHYSICS	+	+	+	+				1	7	58000	51971	*	*	*
POLYMER	+	3	+	56180				+	3	+	56180			
TOTALS	21	60						49	246					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	29202 264 38000/25000	20000 1		27938 8			25000 1	27000 1	16900 1
BUSINESS ADMINISTRATION	29700 5	12000 1		26925 8	24000 2	28700 2	29000 4	31338 20 38000/29000	
ECONOMICS & FINANCE	29400 5			27980 25 32000/24000	31000 5		25500 1	27214 7	
MANAGEMENT INFO SYSTEMS						29000 1	24841 16	32000 1	
MARKETING/MARKETING MANAG		12000 1		21800 4		28000 1	24667 3	24167 3	
COMMUNICATIONS						19620 6		20000 1	
TELECOMMUNICATIONS/BROADC		28080 1				15320 3	25250 2		
FOREIGN LANGUAGES								31000 1	
LETTERS (incl. English)							30400 2		
HUMANITIES - OTHER							20000 1		
POLITICAL SCIENCE/GOVT				26500 1	30000 1				
PSYCHOLOGY						18000 1			
SOCIAL SCIENCES-OTHER				21500 2					
CHEMICAL ENGINEERING								31500 2	36394 3
CIVIL ENGINEERING								29885 4	28873 12
COMPUTER ENGINEERING							34917 12	35450 4	32400 4
ELECTRICAL/ELECTRONIC						33180 5	43873 3	33429 14	35525 4
INDUSTRIAL ENGINEERING								33975 8	
MECHANICAL ENGINEERING								30009 6	33888 4
METALLURGICAL ENGINEERING							38000 1		
ENGINEERING TECHNOLOGY						42000 1	27770 2		22500 2
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE	33400 2			22000 3	33750 4	28200 5	31442 24 40000/27000	32333 18	28500 1

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
COMPUTER PROGRAMMING				27000 1			33500 1	22000 1	
INFORMATION SCIENCES	34900 1			35000 1		32857 7	29340 5	32636 11	
ARCHITECTURAL & ENVIRONME			20800 1						20000 1
MATHEMATICS	31750 2				34000 1		31500 2	32333 3	
OTHER PHYSICAL & EARTH SC								16640 1	

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23811 5		23833 6	23313 4		23100 4			
BUSINESS ADMINISTRATION	27083 6		25000 1	24682 10		22286 35 29000/18000	20000 1		
DISTRIBUTION MANAGEMENT						24100 5			
ECONOMICS & FINANCE	27874 16			26770 13		22500 7	23000 1		22000 1
HOTEL/RESTAURANT MGMT.			23109 11			22000 1			
HUMAN RESOURCES (incl. LA						24750 2			
MANAGEMENT INFO SYSTEMS				31000 1		28000 1			
MARKETING/MARKETING MANAG	24240 5		21740 2	25800 5		22364 28 27000/18504	20750 2		23000 1
COMMUNICATIONS			27000 1	23033 3		24050 6	20000 1		22000 1
TELECOMMUNICATIONS/BROADC				20000 1		20000 1			
ELEMENTARY EDUCATION						29000 1	18720 1		
PRE-ELEMENTARY EDUCATION						11440 1			
HUMAN ECOLOGY (HOME ECONO			26500 2						
TEXTILES & CLOTHING						23900 5			
MERCHANDISING MANAGEMENT						22000 1			
FOREIGN LANGUAGES	34000 1					17167 3			
LETTERS (incl. English)				24333 3		19000 1			19000 2
VISUAL & PERFORMING ARTS		12000 1							18000 1
HUMANITIES - OTHER						24125 4	15000 1		
CRIMINAL JUSTICE								18900 1	
HISTORY	40000 1	19000 1				13500 1			20800 1
POLITICAL SCIENCE/GOVT	32000 1	18000 1	12000 1	22000 1	22000 3	25250 4		23400 1	20000 1
PSYCHOLOGY	25000 1			24167 3		19750 4	13000 1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY				30000 1					15000 1
SOCIAL SCIENCES-OTHER	28000 1			25000 1		28000 1			
COMPUTER ENGINEERING				35000 1					29000 1
ANIMAL SCIENCES				25000 1					
COMPUTER SCIENCE	32000 3					15787 3			29000 1
COMPUTER PROGRAMMING				28000 1					
INFORMATION SCIENCES	33000 3					29000 1			
PHARMACY						49400 1			
MATHEMATICS				20000 1					

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING			27000 1	29175 4		25304 6			20927 3
BUSINESS ADMINISTRATION	24000 1		26750 2			23143 5		25500 2	27000 1
DISTRIBUTION MANAGEMENT			24467 3						
ECONOMICS & FINANCE	30000 1		22500 1			24895 9			21000 1
HOTEL/RESTAURANT MGMT.	22000 1								
MANAGEMENT INFO SYSTEMS						21333 3			
MARKETING/MARKETING MANAG			36500 2			19977 4		30220 1	
COMMUNICATIONS			27000 1			20667 3	17685 1	18300 1	24600 1
JOURNALISM									14560 1
ELEMENTARY EDUCATION			18900 1		15440 26 26000/11440		28775 4	15600 1	17240 2
SPECIAL EDUCATION					21310 11				16426 2
HUMAN ECOLOGY (HOME ECONO								28808 1	
FOREIGN LANGUAGES						23000 1			
LETTERS (incl. English)					14733 3	22000 1			
VISUAL & PERFORMING ARTS		29000 1			24600 1				12680 1
HUMANITIES - OTHER					24500 1	38500 2	45000 1		
CRIMINAL JUSTICE							22650 2		
HISTORY					20700 2				
POLITICAL SCIENCE/GOVT					24000 2	20133 3	22500 2		
PSYCHOLOGY		23000 1	19000 1	30000 1		18000 1		17900 2	11240 2
SOCIOLOGY							24000 1		
SOCIAL SCIENCES-OTHER					16853 3		23000 1	14000 1	15000 1
CHEMICAL ENGINEERING							32500 1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
CIVIL ENGINEERING			39000 1	35500 1		26265 2	27283 6		
COMPUTER ENGINEERING						27789 1			
ELECTRICAL/ELECTRONIC		25000 1		34507 6		27788 3			
INDUSTRIAL ENGINEERING						24000 2			27400 1
MECHANICAL ENGINEERING		36000 2		36000 1		29833 3			
METALLURGICAL ENGINEERING						19200 1			
ENGINEERING TECHNOLOGY		35000 1	25500 1	28500 2		21093 2	11440 1		
ANIMAL SCIENCES						23100 1			
NATURAL RESOURCES				25760 1					
COMPUTER SCIENCE		32260 2	29000 2		26667 3	33233 2			25480 2
INFORMATION SCIENCES			29000 1						
ALLIED HEALTH								33947 3	31200 1
HEALTH SCIENCES					20500 3			23725 4	14500 1
NURSING						33000 1		33189 57 56150/24000	43500 2
PHARMACY								40667 3	
BIOLOGICAL SCIENCES		24500 2			19500 2			17170 4	20200 1
CHEMISTRY		30000 1							32000 1
MATHEMATICS					19625 4				
PHYSICS					12000 1				
OTHER PHYSICAL & EARTH SC			27000 1						

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			17750 2	21000 2			24400 2		32433 6
BUSINESS ADMINISTRATION	13125 1		17000 1	20000 1	32000 1	25000 1	32000 1	23333 3	30071 7
ECONOMICS & FINANCE						30000 1		21000 1	
MANAGEMENT INFO SYSTEMS					31000 1				
MARKETING/MARKETING MANAG			21000 1	21200 1			21000 1	15000 1	
COMMUNICATIONS			15550 2						
JOURNALISM			15000 1						
ELEMENTARY EDUCATION	28080 1		16025 3						
PRE-ELEMENTARY EDUCATION			13624 1						
HUMAN ECOLOGY (HOME ECONO				18000 1					
FOREIGN LANGUAGES				16000 1					
LETTERS (incl. English)		14000 1							
VISUAL & PERFORMING ARTS			19500 2						
HUMANITIES - OTHER			29244 1				30000 1		
CRIMINAL JUSTICE			18000 2						
HISTORY			18000 1						
POLITICAL SCIENCE/GOVT	18720 1								
PSYCHOLOGY			15944 13	10000 1	27600 2		15000 1		
SOCIOLOGY			15300 1						
SOCIAL SCIENCES-OTHER			14250 2						
CHEMICAL ENGINEERING						41000 1	37500 1		40556 36 45000/38100
CIVIL ENGINEERING								30075 4	40000 1
COMPUTER ENGINEERING					35500 2		35100 1		34650 2

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ELECTRICAL/ELECTRONIC					34267 6		35130 5		36875 4
INDUSTRIAL ENGINEERING						23000 1	33500 2	35700 2	35881 5
MECHANICAL ENGINEERING					35833 6		35313 9	34500 2	36853 9
METALLURGICAL ENGINEERING									38400 1
ENGINEERING TECHNOLOGY						28400 2	20402 4	21825 2	
ANIMAL SCIENCES						18000 1			
COMPUTER SCIENCE					35167 3		33900 1	29000 1	31083 3
ARCHITECTURAL & ENVIRONME	29000 1								
BIOLOGICAL SCIENCES									29350 4
CHEMISTRY									31357 7

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	28340	5	20950	2			30000	2										
BUSINESS ADMINISTRATION			26640	1	28933	3			24500	5								
ECONOMICS & FINANCE			33500	1											29800	1	31560	1
MANAGEMENT INFO SYSTEMS			29100	1														
MARKETING/MARKETING MANAG	25000	1							26000	1							35000	1
COMMUNICATIONS	25000	1																
LETTERS (incl. English)	25000	1																
AEROSPACE & AERONAUTICAL			27600	1														
CHEMICAL ENGINEERING					38205	2	41248	4							41000	1	41783	7
CIVIL ENGINEERING																	35400	1
COMPUTER ENGINEERING	37400	4	33000	2														
ELECTRICAL/ELECTRONIC	33600	5	33205	10					33000	1	40000	1			32500	1		
INDUSTRIAL ENGINEERING			34401	3					31680	1			25000	1				
MECHANICAL ENGINEERING			34466	18					30903	6							40560	3
METALLURGICAL ENGINEERING									33350	4								
ENGINEERING TECHNOLOGY	27000	2	24544	5							32500	1	21424	1			29000	1
AGRIBUSINESS					19752	4												
ANIMAL SCIENCES					30000	1												
OTHER AGRICULTURAL SCIENC					22500	1												
COMPUTER SCIENCE	29150	4	27690	6			26500	1	30000	1							22500	1
INFORMATION SCIENCES	32000	1	35000	1					29000	1								
CHEMISTRY									18000	1								
MATHEMATICS									28200	1								

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						29833 3	22750 6
BUSINESS ADMINISTRATION							22400 5
ECONOMICS & FINANCE		20000 1					22333 3
MANAGEMENT INFO SYSTEMS							20000 1
MARKETING/MARKETING MANAG		22400 1					20500 10
COMMUNICATIONS							20000 1
JOURNALISM							15000 1
LETTERS (incl. English)							22833 6
VISUAL & PERFORMING ARTS	14560 1						24000 1
HISTORY					22100 1		15600 1
POLITICAL SCIENCE/GOVT						38000 1	22400 1
PSYCHOLOGY							20000 1
AEROSPACE & AERONAUTICAL							34200 1
CHEMICAL ENGINEERING		40800 1				41400 4	42300 1
COMPUTER ENGINEERING						33000 1	30000 1
ELECTRICAL/ELECTRONIC						35452 14	37850 2
INDUSTRIAL ENGINEERING							30000 2
MECHANICAL ENGINEERING			34380 2	33600 1		33371 7	32343 6
METALLURGICAL ENGINEERING			36000 1				35000 2
ENGINEERING TECHNOLOGY			30000 1	15600 2			25500 2
COMPUTER SCIENCE			16000 1	31200 1		35367 3	37000 2
INFORMATION SCIENCES				31200 1		33000 1	32000 2
BIOLOGICAL SCIENCES							13800 1

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	29214 274 38000/25000	18020 4		26981 48 46000/20000	29125 8	21149 14	25642 30 35800/20000	29405 34 38000/24000	16900 1
BACHELOR - TECHNICAL	33040 5		20800 1	25600 5	33800 5	32161 18	32839 50 58500/27040	32234 72 40000/29000	30513 32 38881/26400

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27236 37 45000/20000	16333 3	23237 24 31000/20000	25210 46 32006/20000	22000 3	22507 116 29000/17000	18903 8	21150 2	19867 9
BACHELOR - TECHNICAL	32500 6			27000 4		25152 5			29000 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	25333 3	26000 2	26192 12	29340 5	17737 49 35000/11856	23629 38 58000/18000	26257 12	21525 9	17829 15
BACHELOR - TECHNICAL		30613 9	29750 6	32845 11	20846 13	26952 18	25955 8	32101 71 56150/21900	29251 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	19975 3	14000 1	16806 33 29244/13100	18171 7	29550 4	27500 2	24467 6	21200 5	31162 13
BACHELOR - TECHNICAL	29000 1				35124 17	27760 5	32547 23 37920/26728	30305 11	37450 72 45000/32000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	27088 8	26228 5	28933 3	30000 2	24750 6			29800 1	33280 2
BACHELOR - TECHNICAL	32513 16	32024 46 38064/27000	25990 8	38298 5	30544 16	36250 2	23212 2	36750 2	38543 13

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	14560 1	21200 2			22100 1	31875 4	
BACHELOR - TECHNICAL		40800 1	30152 5	25440 5		35588 30 44000/33000	

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				23000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH						30000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	29162 268 38000/25000	25402 55 46000/19000	23167 3	27000 2	23000 1				25000 2
BUSINESS ADMINISTRATION	24000 2	25875 4	23400 4	30900 2	35000 1			28100 5	26000 3
ECONOMICS & FINANCE	29875 4	32000 2	26375 4	28100 5	25375 4	32000 1		38000 2	28437 18
MANAGEMENT INFO SYSTEMS		18000 1							
MARKETING/MARKETING MANAG		15600 1	15600 1	24000 1					26067 3
COMMUNICATIONS									22500 1
ELEMENTARY EDUCATION		18720 1							
SPECIAL EDUCATION		14352 1							
POLITICAL SCIENCE/GOVT				26500 1					
COMPUTER SCIENCE								32000 1	

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		COMMUNICATIONS		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMINISTRATION	17000	1	27870	2	21271	4									25000	1		
ECONOMICS & FINANCE	25200	5	27125	4	25000	2									22000	1		
HOTEL/RESTAURANT MGMT.															22000	1		
MANAGEMENT INFO SYSTEMS															25500	1		
MARKETING/MARKETING MANAG	25000	1	23333	3	25000	1	21200	1	20167	3								
COMMUNICATIONS					18600	1			22000	1	18000	1	20750	2	19907	3		
JOURNALISM											15000	1						
TELECOMMUNICATIONS/BROADC			20000	1					25500	1			14560	1				
ELEMENTARY EDUCATION					16800	1												
LETTERS (incl. English)			24333	3							21000	1					28200	4
VISUAL & PERFORMING ARTS							18853	3										
HISTORY											18000	1					20800	1
POLITICAL SCIENCE/GOVT					22000	1											20000	1
PSYCHOLOGY					15000	1									15500	2		
SOCIOLOGY					30000	1							15000	1				
SOCIAL SCIENCES-OTHER					25000	1												
ELECTRICAL/ELECTRONIC													29500	1				
ENGINEERING TECHNOLOGY							19907	3										
COMPUTER SCIENCE									31500	1					14560	1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING								18000 1	
BUSINESS ADMINISTRATION		23000 2	25200 5		30000 1		24290 20 38500/18000	20000 1	
DISTRIBUTION MANAGEMENT				23500 2			26400 1		
ECONOMICS & FINANCE		30000 1	26000 2		24333 3	12000 1	25999 7		28967 4
HOTEL/RESTAURANT MGMT.					20000 1		20000 1		
HUMAN RESOURCES (incl. LA		26000 1							
MANAGEMENT INFO SYSTEMS							20000 1		
MARKETING/MARKETING MANAG		21740 7	22635 3	22000 2	20000 3		21125 8	21000 2	20100 1
COMMUNICATIONS							25000 1	19750 4	
TELECOMMUNICATIONS/BROADC	28080 1						11400 1		
ELEMENTARY EDUCATION			29000 1						
PRE-ELEMENTARY EDUCATION							11440 1		
TEXTILES & CLOTHING			23500 1	25000 1					
MERCHANDISING MANAGEMENT			22000 1						
FOREIGN LANGUAGES		17500 1	20000 1				14000 1		
LETTERS (incl. English)							22500 1	17500 3	
VISUAL & PERFORMING ARTS								21000 1	
HUMANITIES - OTHER			24333 3				30000 1	15000 1	
HISTORY				22100 1			14550 2		
POLITICAL SCIENCE/GOVT			26500 2					21350 4	
PSYCHOLOGY		18500 3					24375 4	20000 1	
SOCIAL SCIENCES-OTHER				28000 1			28000 1	20000 1	
AEROSPACE & AERONAUTICAL							27600 1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		GOV'T-EXECUTIV	GOV'T-FINANCE,
CHEMICAL ENGINEERING							35400	2		
ELECTRICAL/ELECTRONIC							32925	2		
INDUSTRIAL ENGINEERING							33500	2		
ENGINEERING TECHNOLOGY							20400	1		
ANIMAL SCIENCES							25000	1		
COMPUTER SCIENCE							12750	2		
BIOLOGICAL SCIENCES							33000	1		
CHEMISTRY							28500	1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			22717 1		22000 1				
ECONOMICS & FINANCE	21047 4		24000 1						
MANAGEMENT INFO SYSTEMS			22500 2						
MARKETING/MARKETING MANAG			18000 1		36000 2				35000 1
FOREIGN LANGUAGES			23000 1						
HUMANITIES - OTHER		45000 1	19000 1						
CRIMINAL JUSTICE		21400 3							
POLITICAL SCIENCE/GOVT	23400 1		26000 1						
PSYCHOLOGY			18000 1						
CHEMICAL ENGINEERING								34627 3	41000 1
CIVIL ENGINEERING							29390 15	28423 4	
ELECTRICAL/ELECTRONIC							35100 2		32400 4
INDUSTRIAL ENGINEERING									34721 7
MECHANICAL ENGINEERING			29000 1			25000 1	33863 10		33993 17
METALLURGICAL ENGINEERING									35000 1
ENGINEERING TECHNOLOGY					11440 1		20355 4	29000 1	23409 7
ANIMAL SCIENCES			23100 1						
NATURAL RESOURCES						20000 1		25760 1	
ARCHITECTURAL & ENVIRONME							20000 1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION									31000 1
ECONOMICS & FINANCE									21000 1
VISUAL & PERFORMING ARTS									29000 1
HUMANITIES - OTHER									58000 1
POLITICAL SCIENCE/GOVT		18000 1						38000 1	
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL ENGINEERING					43860 2		40715 40 44460/38000	41000 2	40813 12
CIVIL ENGINEERING		35500 1						29975 4	30000 5
COMPUTER ENGINEERING	33660 5		34911 7	38500 3					34977 12
ELECTRICAL/ELECTRONIC	32168 3	35135 4	34553 6	34400 2	34700 5	35000 1		36259 6	35187 39 58500/32500
INDUSTRIAL ENGINEERING								31680 1	28952 7
MECHANICAL ENGINEERING	32778 2	34833 3			34087 3			36929 13	34015 29 38000/31000
METALLURGICAL ENGINEERING									32700 8
ENGINEERING TECHNOLOGY	27020 2	25229 3	28500 1			30250 2		34000 3	24583 6
COMPUTER SCIENCE	29667 3		34308 15				28500 1		
INFORMATION SCIENCES			28000 1						
BIOLOGICAL SCIENCES					21000 1		20400 1		
CHEMISTRY					32500 2		18000 1		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								
BUSINESS ADMINISTRATION	23000 1								
MARKETING/MARKETING MANAG	30220 1								
COMMUNICATIONS	18300 1								24600 1
JOURNALISM	14560 1								
ELEMENTARY EDUCATION			15600 1		17680 1				
HUMAN ECOLOGY (HOME ECONO									24952 4
VISUAL & PERFORMING ARTS	12680 1								
PSYCHOLOGY				10000 1					17168 2
SOCIOLOGY									24000 1
SOCIAL SCIENCES-OTHER									14500 2
ALLIED HEALTH					33260 4				
HEALTH SCIENCES									21771 7
NURSING				33529 60 56150/24000					
PHARMACY						42850 4			
BIOLOGICAL SCIENCES			19100 2				17190 2		16300 1
CHEMISTRY			32000 1						

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICS		COUNSELING		FUNDRAISING /	SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING										32000	1	31000	1		
BUSINESS ADMINISTRATION								30000	1	29500	2	27250	2		
ECONOMICS & FINANCE										32833	3	32000	1		
MANAGEMENT INFO SYSTEMS								23896	9	26333	3	28333	6		
MARKETING/MARKETING MANAG	21000	1													
COMMUNICATIONS	19000	2	13100	1		17685	1								
JOURNALISM			15000	1											
TELECOMMUNICATIONS/BROADC										25000	1				
ELEMENTARY EDUCATION	12480	1													
PRE-ELEMENTARY EDUCATION	13624	1													
SPECIAL EDUCATION	18500	1													
FOREIGN LANGUAGES												31000	1		
LETTERS (incl. English)			16000	1				24000	1	25000	1				
VISUAL & PERFORMING ARTS			18000	1											
HUMANITIES - OTHER	29244	1													
CRIMINAL JUSTICE			15000	1		21000	1								
POLITICAL SCIENCE/GOVT	16400	1								32000	1				
PSYCHOLOGY	10000	1	15965	11		15600	1								
SOCIOLOGY						15300	1								
SOCIAL SCIENCES-OTHER	15000	1	16020	3		23000	1								
COMPUTER ENGINEERING								31625	4	30000	1	30395	2		
ELECTRICAL/ELECTRONIC								25000	1	28350	2				
INDUSTRIAL ENGINEERING										33200	1				

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
MECHANICAL ENGINEERING							32000 1		
METALLURGICAL ENGINEERING					38400 1				
AGRIBUSINESS									18835 3
ANIMAL SCIENCES									18000 1
OTHER AGRICULTURAL SCIENC									22500 1
COMPUTER SCIENCE					30309 34 38000/26000	29229 9	27273 17		
COMPUTER PROGRAMMING					25667 3		33500 1		
INFORMATION SCIENCES					32111 9	31609 11	32520 5		
BIOLOGICAL SCIENCES			13800 1						
MATHEMATICS					28200 1			31500 3	

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29000 2		26000 2					
BUSINESS ADMINISTRATION		31322 21 38000/29000	22191 4	24009 43 32400/20000	25000 1				
DISTRIBUTION MANAGEMENT				24100 5					
ECONOMICS & FINANCE		28625 4	20000 1	25313 16			23000 1		
HOTEL/RESTAURANT MGMT.		30000 1		22911 9					
HUMAN RESOURCES (incl. LA				23500 1					
MANAGEMENT INFO SYSTEMS		31000 2		27000 1					
MARKETING/MARKETING MANAG		30500 1	16827 3	23631 29 31000/22400					
COMMUNICATIONS			20000 1	25311 9					
TELECOMMUNICATIONS/BROADC		20000 1		20000 1					
ELEMENTARY EDUCATION			18900 1						17582 33 34600/11700
SPECIAL EDUCATION									21310 11
TEXTILES & CLOTHING				23667 3					
FOREIGN LANGUAGES			16000 1	34000 1					
LETTERS (incl. English)			13200 1	18000 2		22000 1			15000 1
VISUAL & PERFORMING ARTS				12000 1					24600 1
HUMANITIES - OTHER				21750 2					24500 1
HISTORY				29500 2					20700 2
POLITICAL SCIENCE/GOVT				20600 5		22000 3	18720 1		35000 1
PSYCHOLOGY		12000 1	28400 3	21250 2			20500 2		
SOCIAL SCIENCES-OTHER			16000 1	23000 1					
CHEMICAL ENGINEERING		31500 2							
CIVIL ENGINEERING		30833 3							

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
COMPUTER ENGINEERING		35500 2							
ELECTRICAL/ELECTRONIC		34429 7							
INDUSTRIAL ENGINEERING		33975 8		29250 2					
MECHANICAL ENGINEERING		32000 1		29380 2				36000 2	
ENGINEERING TECHNOLOGY								33500 1	
AGRIBUSINESS				22500 1					
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE		32842 19							
INFORMATION SCIENCES		32450 10		35000 1					
HEALTH SCIENCES									18500 1
ARCHITECTURAL & ENVIRONME	20800 1			29000 1					
BIOLOGICAL SCIENCES								26200 5	
CHEMISTRY								31200 5	
MATHEMATICS		33000 2	20000 1	34000 2	22500 2				20833 3
PHYSICS									12000 1
OTHER PHYSICAL & EARTH SC				27000 1				16640 1	

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29135 274 38000/25000	25096 65 46000/16900	23683 12	27891 11	26583 6	32000 1		30929 7	27428 27 34000/22500
BACHELOR - TECHNICAL								32000 1	

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24000 7	25172 13	22114 13	19440 4	21600 5	18000 4	17765 4	20580 9	25600 6
BACHELOR - TECHNICAL				19907 3	31500 1		29500 1	14560 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	28080 1	21812 15	24548 19	23729 7	22875 8	12000 1	22983 51 38500/14000	19626 19	27194 5
BACHELOR - TECHNICAL							27973 13		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21517 5	27300 4	21746 9		31333 3				35000 1
BACHELOR - TECHNICAL			26050 2		11440 1	22500 2	29722 32 40000/24500	30259 9	32173 37 41000/25000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL		18000 1						38000 1	
BACHELOR - TECHNICAL	31560 15	32384 11	34094 30 42000/28000	36860 5	34575 13	31833 3	39430 43 44460/37500	35628 29 43980/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19460 6		15600 1	10000 1	17680 1				
BACHELOR - TECHNICAL			23400 3	33529 60 56150/24000	33260 4	42850 4	17190 2		

AVERAGE SALARY OFFERS JULY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	17425 10	15830 19		18517 5	24460 11	29208 12	28955 11		
BACHELOR - TECHNICAL			13800 1		30464 53 38400/26000	30444 24 37000/25200	28943 26 36300/22000	31500 3	19401 5

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29841 33 38000/27000	20534 16	23879 135 40000/20000	25000 1	22000 4	20680 4		19103 50 35000/11856
BACHELOR - TECHNICAL	20800 1	33070 54 40000/29500	20000 1	29887 11	22500 2			29224 14	18600 5

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Morgan State University
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
Seton Hall University
Susquehanna University
Swarthmore College
Temple University
Thomas Jefferson University
Trenton State University
Villanova University
Virginia State University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 10, 1993 through August 13, 1993) and cumulatively (September 1, 1992, and Auust 13, 1993). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	43	595	$27607	$26280	$32500	$29000	$22000	382	3152	$28286	$27493	$33000	$29000	$22800
BUSINESS ADMINISTRATION	62	586	26298	24698	32000	26000	20400	198	1490	25897	24555	32400	25000	20000
DISTRIBUTION MANAGEMENT	4	14	24000	26686	*	*	*	12	52	24158	26083	*	*	*
ECONOMICS & FINANCE	47	425	26991	26717	32500	27000	22000	149	1441	26933	26902	32000	27000	22000
HOTEL/RESTAURANT MGMT.	1	26	22500	21504	*	*	*	14	112	22907	20780	*	*	*
HUMAN RESOURCES (incl. LA	+	30	+	22523				2	82	24750	22759	*	*	*
MANAGEMENT INFO SYSTEMS	13	119	31154	29653	*	*	*	39	417	27348	29519	32000	29100	20000
MARKETING/MARKETING MANAG	25	294	24618	23441	28500	23500	22000	105	1251	23317	24361	30000	23500	18000
REAL ESTATE	+	5	+	21952				+	18	+	25575			
COMMUNICATIONS														
ADVERTISING	1	11	18000	20662	*	*	*	1	44	18000	21515	*	*	*
COMMUNICATIONS	14	146	20644	21124	*	*	*	44	315	21246	21498	25000	21400	17685
JOURNALISM	8	30	21350	22050	*	*	*	11	106	19578	20503	*	*	*
TELECOMMUNICATIONS/BROADC	9	17	22425	24144	*	*	*	17	51	21551	23459	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	206	13000	20081	*	*	*	41	439	17620	20097	25500	14560	11856
PRE-ELEMENTARY EDUCATION	1	17	12000	16498	*	*	*	3	47	12355	16463	*	*	*
PHYSICAL EDUCATION	3	18	16533	21419	*	*	*	3	35	16533	21376	*	*	*
SPECIAL EDUCATION	2	47	25810	22408	*	*	*	15	98	21259	21837	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	9	23000	20013	*	*	*	5	55	24562	20455	*	*	*
TEXTILES & CLOTHING	1	12	26000	20458	*	*	*	6	52	24250	21769	*	*	*
MERCHANDISING MANAGEMENT	+	14	+	20786				1	29	22000	21083	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	2	28	22175	22521	*	*	*	9	54	22206	23025	*	*	*
LETTERS (incl. English)	11	99	18555	21496	*	*	*	31	209	20552	21285	25000	20000	14000
VISUAL & PERFORMING ARTS	1	35	12000	20478	*	*	*	10	87	18584	20591	*	*	*
HUMANITIES - OTHER	+	28	+	23332				12	99	28104	24373	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	4	30	18500	23853	*	*	*	9	64	19356	22680	*	*	*
HISTORY	+	81	+	24504				9	143	21156	23839	*	*	*
POLITICAL SCIENCE/GOVT	8	97	23975	24240	*	*	*	33	222	23492	24478	29000	23400	18000
PSYCHOLOGY	7	85	19482	20688	*	*	*	43	232	18596	20571	25500	17000	13000
SOCIOLOGY	5	34	20628	22911	*	*	*	9	78	20827	22079	*	*	*
SOCIAL SCIENCES-OTHER	5	76	26100	23228	*	*	*	18	212	21420	22684	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	31387				2	105	30900	31583	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	33800				+	19	+	31796			
ARCHITECTURAL ENGINEERING	+	14	+	27801				+	43	+	28296			
BIOENGINEERING & BIOMEDIC	+	4	+	34875				+	17	+	30874			
CHEMICAL ENGINEERING	19	140	39273	38331	*	*	*	83	748	39915	39482	42600	40680	35400
CIVIL ENGINEERING	9	170	28825	29143	*	*	*	41	684	29558	29211	34750	28680	26000
COMPUTER ENGINEERING	23	111	35413	34633	37400	36000	33200	59	448	34757	33963	38000	35500	30000
ELECTRICAL/ELECTRONIC	23	388	33267	34535	40000	34000	29000	108	1396	34208	34313	38000	35000	29500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	6	+	$31569			
INDUSTRIAL ENGINEERING	4	121	$32050	$33165	*	*	*	32	502	$32378	32940	$37400	$33100	$26400
MECHANICAL ENGINEERING	22	337	35241	34190	$39000	$36000	$30000	107	1538	34387	34460	38000	35000	29500
METALLURGICAL ENGINEERING	2	28	32800	34718	*	*	*	12	115	33383	34178	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	41	+	31826			
NUCLEAR ENGINEERING	+	3	+	35207				+	16	+	34755			
PETROLEUM ENGINEERING	+	8	+	37300				+	47	+	38387			
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	5	72	26500	30862	*	*	*	40	192	25002	29236	32500	26364	16500
INDUSTRIAL TECHNOLOGY	+	6	+	26917				+	18	+	28701			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	22	23500	23595	*	*	*	5	59	20501	22890	*	*	*
ANIMAL SCIENCES	+	7	+	26572				4	31	24025	22060	*	*	*
PLANT SCIENCES	+	5	+	23400				+	8	+	24000			
NATURAL RESOURCES	+	9	+	25775				2	28	22880	22442	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	24718				1	30	22500	25378	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	24	282	31107	31609	34000	31750	29000	127	872	30421	31329	36000	32000	22000
COMPUTER PROGRAMMING	+	10	+	35990				4	46	27625	31599	*	*	*
INFORMATION SCIENCES	6	30	33175	30971	*	*	*	43	162	32229	29723	35500	33000	28000
SYSTEMS ANALYSIS	1	4	32000	31000	*	*	*	1	8	32000	31733	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	24	54	32170	30945	36000	32000	28000	28	90	32326	29208	36000	32420	28000
HEALTH SCIENCES	+	18	+	24736				8	48	21363	23561	*	*	*
NURSING	51	161	34590	30448	37625	35000	31000	111	294	34017	31094	39000	35000	27000
PHARMACY	+	40	+	43709				4	117	42850	43108	*	*	*
SCIENCES														
ACTUARIAL	2	28	32500	33168	*	*	*	2	52	32500	33188	*	*	*
ARCHITECTURAL & ENVIRONME	+	13	+	23697				3	49	23267	23676	*	*	*
BIOLOGICAL SCIENCES	7	42	20663	20796	*	*	*	21	101	21558	21558	30000	20000	16300
CHEMISTRY	1	23	23000	24661	*	*	*	11	70	29318	28002	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	29200				+	10	+	28216			
MATHEMATICS	4	76	24625	27025	*	*	*	18	166	26817	26524	*	*	*
PHYSICS	+	7	+	32701				1	17	12000	26835	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				2	15	21820	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	507	5491						2111	18927					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	26	360	$29454	$27634	$34500	$29750	$24500	300	2301	$29163	$28238	$34000	$29500	$24500
ACCOUNTING (PRIVATE)	18	234	26349	25340	*	*	*	83	818	25368	25847	32000	26000	18000
COMMERCIAL BANKING (CONSU	6	90	22467	22225	*	*	*	18	207	23278	23129	*	*	*
COMMERCIAL BANKING (LENDI	2	53	21000	23544	*	*	*	13	235	26831	25515	*	*	*
INVESTMENT BANKING (CORP	1	45	28000	29089	*	*	*	7	87	26786	29374	*	*	*
INVESTMENT BANKING (MERG	1	5	22000	28900	*	*	*	2	15	27000	31100	*	*	*
INVESTMENT BANKING (REAL	+	2	+	17480				+	14	+	21707			
INVESTMENT BANKING (SALE	+	9	+	18667				8	46	31063	27490	*	*	*
FINANCIAL/TREASURY ANALYS	15	164	28260	28784	*	*	*	42	487	27725	28396	32000	27500	22500
PORTFOLIO MANAGEMENT / BR	3	31	30333	25039	*	*	*	10	84	25900	24372	*	*	*
UNDERWRITING	7	44	27129	26546	*	*	*	20	136	25857	25447	29600	27000	20000
INSURANCE - CLAIMS	4	52	25500	24654	*	*	*	17	132	22911	23556	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	18916				7	49	19640	20479	*	*	*
MEDIA PLANNING	2	16	29250	21531	*	*	*	8	38	24750	21403	*	*	*
REPORTING	3	12	19333	18000	*	*	*	7	37	18571	18023	*	*	*
COMMUNICATIONS-PRODUCTION	8	27	20125	21806	*	*	*	13	60	20120	21770	*	*	*
PUBLIC RELATIONS	3	43	18933	20492	*	*	*	13	96	19737	20980	*	*	*
WRITING / EDITING	6	22	20633	20705	*	*	*	12	54	23117	21496	*	*	*
MARKETING														
ADVERTISING	2	30	21400	21370	*	*	*	3	67	23627	21732	*	*	*
BRAND/PRODUCT MANAGEMENT	2	76	26000	24168	*	*	*	17	179	22305	24948	*	*	*
BUYER/MERCHANDISING	4	49	27750	24533	*	*	*	23	288	25105	24540	29000	24000	22000
DISTRIBUTION	+	30	+	26130				7	86	23729	26777	*	*	*
MARKET RESEARCH	6	41	23253	24764	*	*	*	14	102	23037	25012	*	*	*
PURCHASING	+	11	+	27742				1	24	12000	25925	*	*	*
SALES	23	393	28637	25536	31148	29500	24000	87	1282	25223	25606	33000	25500	15000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	14	24	21281	20832	*	*	*	33	69	20328	21499	23000	20000	18000
GOV'T-FINANCE, TAXATION,	2	32	25943	25281	*	*	*	7	111	26836	25020	*	*	*
ECONOMIC PROGRAMS	+	7	+	24086				5	19	21517	22261	*	*	*
LAW ENFORCEMENT	+	31	+	24446				4	66	27300	24306	*	*	*
MILITARY	4	21	24500	24328	*	*	*	15	74	23054	24755	*	*	*
NATIONAL SECURITY	+	1	+	26788				+	6	+	29265			
URBAN / REGIONAL PLANNING	1	10	27000	22070	*	*	*	5	28	26488	24988	*	*	*
ENGINEERING														
BIOENGINEERING	+	6	+	30816				2	11	22500	30809	*	*	*
DESIGN / CONSTRUCT	9	148	30947	30765	*	*	*	41	790	29991	30842	36000	29500	24500
ENVIRONMENTAL/SANITATION	1	25	40000	31172	*	*	*	10	137	31233	31309	*	*	*
MANUFACTURING/INDUSTRIAL	11	147	36293	34296	*	*	*	49	741	33155	34705	37400	34800	27000
SYSTEMS / PROGRAMMING	13	50	34562	33590	*	*	*	28	217	32954	32984	36900	34000	27040
POWER SYSTEMS	2	40	35000	34296	*	*	*	14	170	31730	34227	*	*	*
SOFTWARE DESIGN & DEVELOP	3	98	30667	34613	*	*	*	33	317	33782	34226	38000	35000	28000
HARDWARE DESIGN & DEVELOP	1	41	36500	36468	*	*	*	6	235	36800	35844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	55	$36800	$34734	*	*	*	19	197	$35278	$34850	*	*	*
TESTING	1	33	33500	31180	*	*	*	4	114	32250	32535	*	*	*
PROCESS ENGINEERING	10	97	40190	37457	*	*	*	53	515	39574	38874	$42500	$40680	$37500
PROJECT ENGINEERING	7	133	30500	33755	*	*	*	37	544	34722	34400	41500	35400	29000
OTHER ENGINEERING	38	505	34493	33715	$40000	$35000	$29000	161	1547	34248	33811	39600	35000	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	23	22500	25666	*	*	*	8	50	20220	23546	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23400				+	3	+	24490			
MEDICAL TECHNOLOGY	5	15	28500	26272	*	*	*	9	35	25367	25471	*	*	*
NURSES / PERSONAL CARE	51	164	34590	30213	37625	35000	31000	112	302	33802	30843	39000	35000	27000
OCCUPATIONAL THERAPY	5	17	32728	34976	*	*	*	10	28	31436	32077	*	*	*
PHARMACIST	1	40	23000	43284	*	*	*	5	118	38880	42887	*	*	*
PHYSICAL THERAPY	+	2	+	21750				2	15	17190	24025	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	21	47	28026	24323	35000	31000	15912	39	117	24846	22698	34000	24000	15000
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	21	16000	20045	*	*	*	11	70	17295	19871	*	*	*
COUNSELING	6	34	18336	17829	*	*	*	25	103	16431	18975	20000	16376	13100
FUNDRAISING / DEVELOPMENT	3	13	18000	17299	*	*	*	4	25	16950	16218	*	*	*
SOCIAL WORK	2	24	19250	19194	*	*	*	7	67	18726	19092	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	15	173	30667	30342	*	*	*	79	616	29667	29542	35500	30800	22000
INFORMATION SYSTEMS	15	105	31105	29842	*	*	*	51	407	30348	30227	35000	31500	25000
SYSTEMS ANALYSIS & DESIGN	10	93	30625	31425	*	*	*	47	338	29304	31156	34000	31000	22500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	4	34	29350	32462	*	*	*	7	68	30271	31809	*	*	*
AGRICULTUR/NATURAL RESOU	+	22	+	22919				5	79	19401	21397	*	*	*
ARCHITECTURE	+	4	+	19611				1	22	20800	21097	*	*	*
CONSULTING	14	209	29714	30880	*	*	*	101	828	31550	30956	36000	32000	28000
HUMAN RESOURCES	1	46	24000	22682	*	*	*	18	115	20697	23366	*	*	*
MANAGEMENT TRAINEE	68	569	24590	23495	30000	23500	22000	214	1683	24414	23427	30000	23500	20000
MATH/STATISTICIANS	1	8	17500	28881	*	*	*	4	20	21875	26652	*	*	*
PARALEGAL	2	29	23050	22441	*	*	*	6	49	22350	21967	*	*	*
RESEARCH - NONTECHNICAL	2	8	23500	27913	*	*	*	6	23	21620	24153	*	*	*
RESEARCH - TECHNICAL	+	20	+	24691				14	58	29224	26392	*	*	*
TEACHING	13	418	19755	20172	*	*	*	68	856	19191	20270	26000	18250	11856
TOTALS	507	5491						2111	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 6 SEPTEMBER 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	44	+	$29819				1	144	$25500	$30284	*	*	*
MBA--NON-TECH	+	190	+	36204				3	600	27667	36513	*	*	*
MBA--TECH	+	37	+	38984				+	106	+	40980			
MS-BUSINESS	+	15	+	45389				+	22	+	41652			
ECONOMICS & FINANCE (BANK	1	13	$31000	35993	*	*	*	1	36	31000	35275	*	*	*
HUMAN RESOURCES (INCL LAB	+	4	+	32125				+	19	+	30837			
MANAGEMENT INFORMATION SY	+	3	+	32100				+	20	+	36155			
MARKETING/MKTNG MGT (RESE	+	10	+	42300				+	22	+	40104			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	3	+	14850				+	5	+	19270			
JOURNALISM	+	1	+	30000				1	4	24000	25250	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	1	16	30800	32616	*	*	*	10	34	26664	30581	*	*	*
ELEMENTARY EDUCATION	+	23	+	22360				18	50	26752	25222	*	*	*
PHYSICAL EDUCATION	+	4	+	25750				+	6	+	23833			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	9	+	25743				+	16	+	26236			
HUMANITIES														
HUMANITIES - OTHER	+	11	+	26477				+	19	+	27419			
SOCIAL SCIENCES														
PSYCHOLOGY	+	10	+	34111				2	20	26500	33821	*	*	*
SOCIAL SCIENCES - OTHER	+	15	+	26102				3	23	23632	26893	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	20	+	38108				+	32	+	39757			
AGRICULTURAL	+	+	+	+				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	1	+	37020				+	3	+	37673			
CHEMICAL	1	5	41496	39859	*	*	*	3	34	42332	40874	*	*	*
CIVIL	+	63	+	35195				+	136	+	34606			
COMPUTER	+	11	+	37991				+	47	+	39161			
ELECTRICAL/ELECTRONIC	2	100	38950	41865	*	*	*	6	335	39030	41291	*	*	*
INDUSTRIAL	+	37	+	41402				5	81	35984	40259	*	*	*
MECHANICAL	1	97	42504	40155	*	*	*	2	272	38252	40457	*	*	*
METALLURGICAL	+	4	+	32275				+	8	+	34575			

continued

MAPA REGIONAL Report No. 6 SEPTEMBER 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	1	+	$30000				+	1	+	$30000			
NUCLEAR	+	3	+	43007				+	6	+	43170			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	9	23	$35271	30315	*	*	*	10	26	$33544	31201	*	*	*
HEALTH SCIENCES	+	20	+	26074				1	33	40000	27848	*	*	*
NURSING	+	8	+	31313				2	13	26585	34513	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	4	+	32176				1	6	27000	30451	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	39000				+	3	+	39000			
BIOLOGICAL	+	2	+	33800				+	4	+	30650			
CHEMISTRY	+	10	+	37640				+	26	+	35690			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	75	+	42867				1	169	37000	40115	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	7	+	33594				1	17	37500	35480	*	*	*
MATHEMATICS (INCL ACTUARI	+	8	+	31848				2	25	31500	33183	*	*	*
PHYSICS	+	2	+	30000				+	5	+	31800			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	15	912						73	2435					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	77	+	$41076				2	267	$24500	$44326	*	*	*
MBA--TECH	+	12	+	47563				2	65	26000	52278	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	173	+	46524				2	496	26670	49165	*	*	*
MBA--TECH	+	41	+	47126				+	184	+	54286			
OVER 4 YEARS														
MBA--NON-TECH	+	120	+	46465				52	418	53695	50637	$82000	$49700	$35000
MBA--TECH	+	72	+	53198				14	202	50311	56040	*	*	*
TOTALS	+	495						72	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	2	+	$42900				+	3	+	$43600			
COMPUTER & INFOR SCIENCES	2	17	$53000	57601	*	*	*	9	35	$58967	56513	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	49419				2	30	35250	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	8	+	32556				+	9	+	31494			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	7	+	30357				1	11	32000	32291	*	*	*
SOCIOLOGY	+	2	+	37500				1	5	35865	33773	*	*	*
SOCIAL SCIENCES	+	1	+	33360				+	3	+	31120			
ENGINEERING														
AEROSPACE	+	3	+	54667				+	3	+	54667			
CHEMICAL	+	3	+	58753				15	50	55927	55078	*	*	*
CIVIL	+	6	+	45029				+	10	+	48268			
COMPUTER	+	4	+	42125				4	14	63400	53912	*	*	*
ELECTRICAL/ELECTRONIC	+	34	+	57785				11	80	63559	57076	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	2	20	68500	57678	*	*	*	2	47	68500	54217	*	*	*
METALLURGICAL	+	5	+	46748				1	20	48000	49425	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	46000				+	8	+	36250			
BIOLOGICAL	1	3	25000	33333	*	*	*	1	4	25000	34500	*	*	*
CHEMISTRY	+	10	+	49594				5	41	51620	50933	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	5	+	33400				1	6	70000	39500	*	*	*
PHYSICS	+	1	+	41000				1	8	58000	50600	*	*	*
POLYMER	+	1	+	51600				+	4	+	55035			
TOTALS	5	150						54	396					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	29208 289 38000/24500	20000 1		25900 10	26000 1		25000 1	27000 1	16900 1
BUSINESS ADMINISTRATION	30063 8	12000 1		26627 11	24000 2	28700 2	30725 8	31560 21 38000/29000	
ECONOMICS & FINANCE	29400 5			27292 37 36000/21000	29500 8		25500 1	27214 7	
MANAGEMENT INFO SYSTEMS						29000 1	25553 18	32000 2	
MARKETING/MARKETING MANAG		16400 2		21800 4		28000 1	24667 3	24125 4	
ADVERTISING								18000 1	
COMMUNICATIONS		18400 2				19715 8	15860 2	20000 1	
JOURNALISM						17500 2			
TELECOMMUNICATIONS/BROADC		28080 1				18137 7	25250 2		
FOREIGN LANGUAGES								31000 1	
LETTERS (incl. English)						22000 1	30400 2		
HUMANITIES - OTHER							20000 1		
POLITICAL SCIENCE/GOVT				23250 2	30000 1				
PSYCHOLOGY				27000 1		18000 1			
SOCIAL SCIENCES-OTHER				21500 2		30000 1			
CHEMICAL ENGINEERING								31500 2	37195 4
CIVIL ENGINEERING								30423 6	28873 12
COMPUTER ENGINEERING				40000 1		36775 4	35143 14	34686 7	32400 4
ELECTRICAL/ELECTRONIC						34300 8	43873 3	33429 14	35013 8
INDUSTRIAL ENGINEERING								33975 8	
MECHANICAL ENGINEERING								30579 7	33510 5
METALLURGICAL ENGINEERING							38000 1		
ENGINEERING TECHNOLOGY						37750 2	27770 2	23500 2	22500 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
NATURAL RESOURCES									20000 1
COMPUTER SCIENCE	33400 2			22000 3	33750 4	29000 6	30988 34 40000/26000	32115 26 36000/30000	28500 1
COMPUTER PROGRAMMING				27000 1			33500 1	22000 1	
INFORMATION SCIENCES	34900 1			35000 1		32857 7	30783 6	32083 12	
SYSTEMS ANALYSIS						32000 1			
ARCHITECTURAL & ENVIRONME			20800 1						20000 1
MATHEMATICS	30333 3				34000 1		28833 3	32333 3	
OTHER PHYSICAL & EARTH SC								16640 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23676 6		24714 7	24042 6		24480 5			
BUSINESS ADMINISTRATION	25500 9	13500 1	25000 1	26186 20 32500/20800	32500 1	22865 49 31500/19000	20000 1		28000 1
DISTRIBUTION MANAGEMENT						24188 8			
ECONOMICS & FINANCE	28180 30 45000/22000			27574 19		23538 13	23000 1		22000 1
HOTEL/RESTAURANT MGMT.			23109 11			22000 1			
HUMAN RESOURCES (incl. LA						24750 2			
MANAGEMENT INFO SYSTEMS				31000 1		28000 1			
MARKETING/MARKETING MANAG	25200 6		21740 2	25833 6		22917 40 30000/20800	20750 2		23000 1
COMMUNICATIONS			27000 1	23033 3		23975 8	20000 1		22000 1
JOURNALISM									22950 4
TELECOMMUNICATIONS/BROADC				20500 2		23000 2			
ELEMENTARY EDUCATION						29000 1	18720 1		
PRE-ELEMENTARY EDUCATION						11440 1			
HUMAN ECOLOGY (HOME ECONO			26500 2						
TEXTILES & CLOTHING						24250 6			
MERCHANDISING MANAGEMENT						22000 1			
FOREIGN LANGUAGES	34000 1					18750 4			
LETTERS (incl. English)				24333 3	22100 1	19000 1			19200 5
VISUAL & PERFORMING ARTS		12000 1							18000 1
HUMANITIES - OTHER						24125 4	15000 1		
CRIMINAL JUSTICE								18900 1	
HISTORY	40000 1	19000 1				13500 1			20800 1
POLITICAL SCIENCE/GOVT	28500 2	18000 1	12000 1	22000 1	22000 3	25400 5		23400 1	20000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SERVICES	MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
PSYCHOLOGY	25000	1			24167	3		20800	5	13000	1			
SOCIOLOGY					30000	1							15000	1
SOCIAL SCIENCES-OTHER	29000	2			25000	1		25750	2					
CIVIL ENGINEERING					27000	1								
COMPUTER ENGINEERING					35000	2							29000	1
ELECTRICAL/ELECTRONIC								27040	1					
AGRIBUSINESS								23500	1					
ANIMAL SCIENCES					25000	1								
COMPUTER SCIENCE	34200	5						15787	3				29000	1
COMPUTER PROGRAMMING					28000	1								
INFORMATION SCIENCES	33000	3						29000	1					
PHARMACY								49400	1					
ACTUARIAL					32500	2								
MATHEMATICS	17500	1			20000	1								

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING			26000 2	29175 4	26200 2	25547 7			20927 3
BUSINESS ADMINISTRATION	24000 1		24900 5	32000 1		22734 9	25000 1	25333 3	27000 1
DISTRIBUTION MANAGEMENT			24467 3						
ECONOMICS & FINANCE	30000 1		22500 1			24895 9			21000 1
HOTEL/RESTAURANT MGMT.	22000 1								
MANAGEMENT INFO SYSTEMS						25200 5			
MARKETING/MARKETING MANAG			36500 2		24000 1	20981 5		30220 1	
COMMUNICATIONS			27000 1			21250 4	17685 1	18300 1	24600 1
JOURNALISM					19000 1	25000 1			14560 1
TELECOMMUNICATIONS/BROADC					27800 2	18229 1			
ELEMENTARY EDUCATION			18900 1		15350 27 26000/11440		28775 4	15600 1	17240 2
PRE-ELEMENTARY EDUCATION					12000 1				
PHYSICAL EDUCATION					15600 1				15000 1
SPECIAL EDUCATION					22003 13				16426 2
HUMAN ECOLOGY (HOME ECONO						23000 1		28808 1	
FOREIGN LANGUAGES						21925 2			
LETTERS (incl. English)					13550 4	22333 3		16500 2	
VISUAL & PERFORMING ARTS		29000 1			18300 2				12680 1
HUMANITIES - OTHER					24500 1	38500 2	45000 1		
CRIMINAL JUSTICE					18000 1	18000 1	22650 2		
HISTORY					20700 2				
POLITICAL SCIENCE/GOVT					24333 3	22314 7	22500 2		
PSYCHOLOGY		23000 1	19000 1	30000 1		18000 2		17900 2	14160 3.

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIOLOGY					22000 2		24000 1	24500 1	
SOCIAL SCIENCES-OTHER		23500 2			16853 3		23000 1	14000 1	15000 1
CHEMICAL ENGINEERING						39500 1	32500 1		
CIVIL ENGINEERING			39000 1	35500 1		26265 2	26514 9		
COMPUTER ENGINEERING						27789 1			
ELECTRICAL/ELECTRONIC		30000 2		34507 6		29420 7		29500 1	
INDUSTRIAL ENGINEERING			29000 1			24000 2			27400 1
MECHANICAL ENGINEERING		36000 2		36000 3		29250 6			
METALLURGICAL ENGINEERING						19200 1			
ENGINEERING TECHNOLOGY		35000 1	25500 1	28500 2		21093 2	11440 1		
ANIMAL SCIENCES						23100 1			
NATURAL RESOURCES				25760 1					
COMPUTER SCIENCE		32260 2	29000 2		26667 3	28348 3			25480 2
INFORMATION SCIENCES			29000 1				24047 1		
ALLIED HEALTH								32013 22 37000/29744	33473 6
HEALTH SCIENCES					20500 3			23725 4	14500 1
NURSING						30000 2		33901 106 56150/27000	40787 3
PHARMACY								40667 3	
BIOLOGICAL SCIENCES		24500 2			19500 2		17048 1	17756 5	18673 4
CHEMISTRY		30000 1						23000 1	32000 1
MATHEMATICS					19625 4				
PHYSICS					12000 1				
OTHER PHYSICAL & EARTH SC			27000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			17750 2	22333 3			24400 2	22250 2	32443 7
BUSINESS ADMINISTRATION	13125 1		17000 1	20000 1	32000 1	25000 1	32000 1	25450 4	30063 8
DISTRIBUTION MANAGEMENT								23000 1	
ECONOMICS & FINANCE				26000 1		30000 1		22000 3	
HOTEL/RESTAURANT MGMT.								22500 1	
MANAGEMENT INFO SYSTEMS					31000 1		33300 1		
MARKETING/MARKETING MANAG			21000 1	23067 3			21000 1	20625 4	
COMMUNICATIONS	15000 1		15550 2	25000 1					
JOURNALISM			15000 1						
ELEMENTARY EDUCATION	28080 1		16025 3						
PRE-ELEMENTARY EDUCATION			13624 1						
PHYSICAL EDUCATION			19000 1						
HUMAN ECOLOGY (HOME ECONO				18000 1					
FOREIGN LANGUAGES				16000 1					
LETTERS (incl. English)		14000 1		14000 1					
VISUAL & PERFORMING ARTS			19500 2						
HUMANITIES - OTHER			29244 1				30000 1		
CRIMINAL JUSTICE			18500 4						
HISTORY			18000 1						
POLITICAL SCIENCE/GOVT	18720 1								
PSYCHOLOGY			15853 16	10000 1	27600 2		15000 1		
SOCIOLOGY			15970 2						
SOCIAL SCIENCES-OTHER			14250 2						

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
CHEMICAL ENGINEERING						41000 1	37500 1		40284 44 45000/36600
CIVIL ENGINEERING								30383 6	40000 1
COMPUTER ENGINEERING					35333 3		35100 1		34650 2
ELECTRICAL/ELECTRONIC					34267 6		35130 5		36875 4
INDUSTRIAL ENGINEERING						23000 1	33500 2	35600 3	35881 5
MECHANICAL ENGINEERING					35714 7		35532 10	33833 3	37983 13
METALLURGICAL ENGINEERING									38400 1
ENGINEERING TECHNOLOGY						28400 2	20402 4	21825 2	28500 1
ANIMAL SCIENCES						18000 1			
COMPUTER SCIENCE					35167 3		33900 1	29000 1	31083 3
ARCHITECTURAL & ENVIRONME	29000 1								
BIOLOGICAL SCIENCES			20000 1						30080 5
CHEMISTRY									31357 7

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	27431 6	20950 2		30000 2					30500 1
BUSINESS ADMINISTRATION		26640 1	28933 3		24500 5				
ECONOMICS & FINANCE		33500 2						29800 1	31560 1
MANAGEMENT INFO SYSTEMS	31200 1	31550 2	34000 1						
MARKETING/MARKETING MANAG	26750 2				26000 1				35000 1
COMMUNICATIONS	25000 1		28000 1						
LETTERS (incl. English)	25000 1								
AEROSPACE & AERONAUTICAL		27600 1							
CHEMICAL ENGINEERING		37200 1	38205 2	41374 8				40750 2	41783 7
CIVIL ENGINEERING									35400 1
COMPUTER ENGINEERING	35200 8	34583 6							
ELECTRICAL/ELECTRONIC	34675 8	32441 14			33000 1	40000 1		32500 1	
INDUSTRIAL ENGINEERING		34401 3	37400 1		29040 2		25000 1		
MECHANICAL ENGINEERING		34645 22 37000/33200	37400 1	36000 1	30903 6				40170 4
METALLURGICAL ENGINEERING					33167 6				
ENGINEERING TECHNOLOGY	27000 2	24544 5	23500 1			32500 1	21424 1		29000 1
AGRIBUSINESS			19752 4						
ANIMAL SCIENCES			30000 1						
OTHER AGRICULTURAL SCIENC			22500 1						
COMPUTER SCIENCE	30767 6	27690 6		26500 1	30000 1				22500 1
INFORMATION SCIENCES	36000 2	35000 1		35500 2	29000 1				
CHEMISTRY					18000 1				
MATHEMATICS			30000 1		28200 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING											29833	3	22750	6
BUSINESS ADMINISTRATION											30000	1	24246	13
ECONOMICS & FINANCE			20000	1									23200	5
MANAGEMENT INFO SYSTEMS			32000	1									26000	4
MARKETING/MARKETING MANAG			22400	1							31148	1	20700	10
COMMUNICATIONS													20667	3
JOURNALISM													15000	1
LETTERS (incl. English)													22833	6
VISUAL & PERFORMING ARTS	14560	1											24000	1
HISTORY									22100	1			15600	1
POLITICAL SCIENCE/GOVT											38000	1	22400	1
PSYCHOLOGY													20000	1
SOCIOLOGY													18000	1
AEROSPACE & AERONAUTICAL													34200	1
CHEMICAL ENGINEERING			40800	1	41000	1	39900	1			41400	4	36150	2
CIVIL ENGINEERING											32500	1		
COMPUTER ENGINEERING											34750	2	34467	3
ELECTRICAL/ELECTRONIC											35452	14	37175	4
INDUSTRIAL ENGINEERING													30000	2
MECHANICAL ENGINEERING					32920	3	33600	1			33371	7	32343	6
METALLURGICAL ENGINEERING					36000	1							35000	2
ENGINEERING TECHNOLOGY					30000	1	15600	2					25500	2
COMPUTER SCIENCE					16000	1	31200	1			35367	3	37000	2

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
INFORMATION SCIENCES				31200 1		33000 1	32000 2
BIOLOGICAL SCIENCES							13800 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	29233 302 38000/24500	18526 7		26349 67 46000/18000	28333 12	21003 24 32400/15000	26139 38 39000/18720	29204 38 38000/24000	16900 1
BACHELOR - TECHNICAL	32117 6		20800 1	28000 6	33800 5	33321 28 42000/28000	32429 64 58500/27000	31964 89 40000/27500	31211 38 40000/26400

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27278 58 45000/20000	15625 4	23507 25 31000/20000	25916 66 35000/20000	24120 5	23067 160 31500/18504	18903 8	21150 2	20976 17
BACHELOR - TECHNICAL	31944 9			29375 8		25186 7			29000 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	25333 3	24750 4	25644 16	29783 6	18505 66 35000/11856	23520 59 58000/18000	26160 13	21248 13	17790 17
BACHELOR - TECHNICAL		31052 10	29643 7	33331 13	20846 13	27814 28 40000/23000	24897 13	32788 142 56150/24000	29042 18

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	18731 4	14000 1	16866 40 29244/13100	20400 13	29550 4	27500 2	25729 7	22687 15	31173 15
BACHELOR - TECHNICAL	29000 1		20000 1		35111 19	27760 5	32753 24 37920/26728	30883 15	37588 86 45000/31200

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	27208 11	28377 7	29760 5	30000 2	24750 6			29800 1	32353 3
BACHELOR - TECHNICAL	33446 26 40000/30000	32470 59 38064/27000	28018 12	38708 12	30563 19	36250 2	23212 2	38000 3	38576 14

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	14560 1	24800 3			22100 1	31441 6	
BACHELOR - TECHNICAL		40800 1	31680 7	27850 6		35520 32 44000/33000	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				23000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH						30000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	29169 292 38000/24500	25632 67 46000/20000	20750 4	27000 2	23000 1				25000 2
BUSINESS ADMINISTRATION	28000 4	27083 6	23400 4	28600 3	35000 1			28100 5	27375 8
ECONOMICS & FINANCE	29875 4	28200 5	25686 7	26417 6	25900 5	27000 2		38000 2	28384 28 34000/24000
MANAGEMENT INFO SYSTEMS		18000 1							
MARKETING/MARKETING MANAG		15600 1	15600 1	24000 1					26067 3
COMMUNICATIONS									22500 1
ELEMENTARY EDUCATION		18720 1							
SPECIAL EDUCATION		14352 1							
POLITICAL SCIENCE/GOVT			20000 1	26500 1					
PSYCHOLOGY			27000 1						
SOCIOLOGY		18000 1							
COMPUTER SCIENCE								32000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block:- Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		COMMUNICATIONS		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING					25000	1												
BUSINESS ADMINISTRATION	17000	1	27440	6	23017	5									25000	1		
ECONOMICS & FINANCE	27125	8	27071	7	25000	2									22000	1		
HOTEL/RESTAURANT MGMT.															22000	1		
MANAGEMENT INFO SYSTEMS															25500	1		
MARKETING/MARKETING MANAG	25000	1	23333	3	25500	2	21200	1	20167	3								
COMMUNICATIONS					18600	1			23500	2	16500	2	21125	4	19304	5	15000	1
JOURNALISM											21000	2	15000	1	20000	1	21600	3
TELECOMMUNICATIONS/BROADC			20000	1	21000	1			25500	1			19112	5				
ELEMENTARY EDUCATION					16800	1												
LETTERS (incl. English)			24333	3							18500	2	22000	1			26133	6
VISUAL & PERFORMING ARTS							18853	3										
HISTORY											18000	1					20800	1
POLITICAL SCIENCE/GOVT					22000	1											20000	1
PSYCHOLOGY					15000	1									15500	2		
SOCIOLOGY					30000	1							15000	1				
SOCIAL SCIENCES-OTHER					25000	1												
ELECTRICAL/ELECTRONIC									33500	1			29500	1				
ENGINEERING TECHNOLOGY							19907	3										
COMPUTER SCIENCE									31500	1					14560	1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING							27500 2	18000 1	27000 1
BUSINESS ADMINISTRATION		24500 4	25857 7		29950 4		25622 27 38500/18000	20600 5	24885 1
DISTRIBUTION MANAGEMENT				23500 2			26400 1		
ECONOMICS & FINANCE		30000 1	26000 2		24333 3	12000 1	27110 9	24000 1	28967 4
HOTEL/RESTAURANT MGMT.					20000 1		20000 1		
HUMAN RESOURCES (incl. LA		26000 1							
MANAGEMENT INFO SYSTEMS							20000 1		
MARKETING/MARKETING MANAG	20800 1	21740 7	24477 4	22000 2	20000 3		22968 11	21000 2	20100 1
ADVERTISING					18000 1				
COMMUNICATIONS					15860 2		24900 5	20400 5	
TELECOMMUNICATIONS/BROADC	28080 1		26000 1				11400 1	18229 1	
ELEMENTARY EDUCATION			29000 1						
PRE-ELEMENTARY EDUCATION							11440 1		
HUMAN ECOLOGY (HOME ECONO								23000 1	
TEXTILES & CLOTHING			23500 1	25000 1					
MERCHANDISING MANAGEMENT			22000 1						
FOREIGN LANGUAGES		17500 1	20000 1				14000 1	20850 1	
LETTERS (incl. English)	22000 1						22500 1	18375 4	
VISUAL & PERFORMING ARTS								21000 1	
HUMANITIES - OTHER			24333 3				30000 1	15000 1	
CRIMINAL JUSTICE								18000 1	
HISTORY				22100 1			14550 2		
POLITICAL SCIENCE/GOVT			26500 2					22533 6	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
PSYCHOLOGY		18500 3					24375 4	20000 1	
SOCIAL SCIENCES-OTHER				28000 1			29000 2	20000 1	
AEROSPACE & AERONAUTIC/							27600 1		
CHEMICAL ENGINEERING							33600 3		
ELECTRICAL/ELECTRONIC							31783 3		
INDUSTRIAL ENGINEERING							33500 2		
ENGINEERING TECHNOLOGY							20400 1		
ANIMAL SCIENCES							25000 1		
COMPUTER SCIENCE							12750 2		
BIOLOGICAL SCIENCES							33000 2	17048 1	
CHEMISTRY							28500 1		
MATHEMATICS							30000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			22717 1		22000 1				
ECONOMICS & FINANCE	21047 4		24000 1						
MANAGEMENT INFO SYSTEMS			22500 2						
MARKETING/MARKETING MANAG			21500 2		33000 3				35000 1
JOURNALISM			25000 1						
FOREIGN LANGUAGES			23000 1						
HUMANITIES - OTHER		45000 1	19000 1						
CRIMINAL JUSTICE		21400 3							
POLITICAL SCIENCE/GOVT	23400 1		24000 2						
PSYCHOLOGY			18000 1						
CHEMICAL ENGINEERING							39600 1	34627 3	41000 1
CIVIL ENGINEERING							29043 18	28423 4	28500 1
ELECTRICAL/ELECTRONIC							33233 3	40000 1	33144 5
INDUSTRIAL ENGINEERING									34806 8
MECHANICAL ENGINEERING			27500 2			25000 1	33664 13		35084 25 44500/32500
METALLURGICAL ENGINEERING									35000 1
ENGINEERING TECHNOLOGY					11440 1		21984 5	29000 1	23409 7
ANIMAL SCIENCES			23100 1						
NATURAL RESOURCES						20000 1		25760 1	
ARCHITECTURAL & ENVIRONME							20000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION									35000 2
ECONOMICS & FINANCE									21000 1
VISUAL & PERFORMING ARTS									29000 1
HUMANITIES - OTHER									58000 1
POLITICAL SCIENCE/GOVT		18000 1						38000 1	
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL ENGINEERING					39653 6		40704 49 45000/38000	41000 2	40641 16
CIVIL ENGINEERING	32000 1	35500 1			31000 1			30480 5	29417 6
COMPUTER ENGINEERING	34547 15		34764 9	38000 4					35596 19
ELECTRICAL/ELECTRONIC	34376 4	34908 5	34553 6	34400 2	34700 5	35000 1		34839 9	34573 52 58500/29580
INDUSTRIAL ENGINEERING	26400 1							30340 2	28952 7
MECHANICAL ENGINEERING	32778 2	35125 4			35465 4		36000 1	36577 14	34113 35 39000/30000
METALLURGICAL ENGINEERING									32720 10
ENGINEERING TECHNOLOGY	27020 2	25229 3	28500 1			31333 3		31500 4	24429 7
COMPUTER SCIENCE	29667 3		34308 15				28500 1		34000 2
INFORMATION SCIENCES			28000 1						38000 1
BIOLOGICAL SCIENCES					21000 1		20400 1		
CHEMISTRY					32500 2		18000 1		
MATHEMATICS			23500 1						

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION									35000 2
ECONOMICS & FINANCE									21000 1
VISUAL & PERFORMING ARTS									29000 1
HUMANITIES - OTHER									58000 1
POLITICAL SCIENCE/GOVT		18000 1						38000 1	
AEROSPACE & AERONAUTICAL									34200 1
CHEMICAL ENGINEERING					39653 6		40704 49 45000/38000	41000 2	40641 16
CIVIL ENGINEERING	32000 1	35500 1			31000 1			30480 5	29417 6
COMPUTER ENGINEERING	34547 15		34764 9	38000 4					35596 19
ELECTRICAL/ELECTRONIC	34376 4	34908 5	34553 6	34400 2	34700 5	35000 1		34839 9	34573 52 58500/29580
INDUSTRIAL ENGINEERING	26400 1							30340 2	28952 7
MECHANICAL ENGINEERING	32778 2	35125 4			35465 4		36000 1	36577 14	34113 35 39000/30000
METALLURGICAL ENGINEERING									32720 10
ENGINEERING TECHNOLOGY	27020 2	25229 3	28500 1			31333 3		31500 4	24429 7
COMPUTER SCIENCE	29667 3		34308 15				28500 1		34000 2
INFORMATION SCIENCES			28000 1						38000 1
BIOLOGICAL SCIENCES					21000 1		20400 1		
CHEMISTRY					32500 2		18000 1		
MATHEMATICS			23500 1						

AVERAGE SALARY OFFERS SEPTEMBER 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	18000 1								
BUSINESS ADMINISTRATION	24000 2								
MARKETING/MARKETING MANAG	30220 1								
COMMUNICATIONS	18300 1								24600 1
JOURNALISM	14560 1								
ELEMENTARY EDUCATION			15600 1		17680 1				
PHYSICAL EDUCATION									15000 1
HUMAN ECOLOGY (HOME ECONO									24952 4
LETTERS (incl. English)	20000 1								13000 1
VISUAL & PERFORMING ARTS	12680 1								
PSYCHOLOGY				10000 1					18112 3
SOCIOLOGY									24000 1
SOCIAL SCIENCES-OTHER									14500 2
ALLIED HEALTH			28500 5		32964 9				33282 14
HEALTH SCIENCES									21771 7
NURSING				34017 111 56150/27000					
PHARMACY						42850 4			
BIOLOGICAL SCIENCES			19100 2				17190 2		18178 5
CHEMISTRY			32000 1			23000 1			

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30000 1	29500 2	27250 2		
ECONOMICS & FINANCE						30000 1			
MANAGEMENT INFO SYSTEMS					23008 8	25000 2	28333 6		
MARKETING/MARKETING MANAG	21000 1								
COMMUNICATIONS	20000 1			17685 1					
JOURNALISM		15000 1							
ELEMENTARY EDUCATION	12480 1								
PRE-ELEMENTARY EDUCATION	13624 1								
SPECIAL EDUCATION	18500 1								
LETTERS (incl. English)		16000 1			24000 1				
HUMANITIES - OTHER	29244 1								
PSYCHOLOGY		14422 6		15600 1					
COMPUTER ENGINEERING					31625 4	30000 1	33000 1		
ELECTRICAL/ELECTRONIC						21700 1			
INDUSTRIAL ENGINEERING						33200 1			
METALLURGICAL ENGINEERING					38400 1				
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									18000 1
OTHER AGRICULTURAL SCIENC									22500 1
COMPUTER SCIENCE					30160 22 38000/23750	28866 7	26695 11		
COMPUTER PROGRAMMING					27000 1		33500 1		
INFORMATION SCIENCES					33000 6	31938 8	32067 3		
MATHEMATICS					28200 1				

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29000 2		26000 2					
BUSINESS ADMINISTRATION		31406 16	20255 3	24257 23 32400/20000	25000 1				
DISTRIBUTION MANAGEMENT				24500 3					
ECONOMICS & FINANCE		31000 2	20000 1	23438 8					
HOTEL/RESTAURANT MGMT.		30000 1		22125 4					
HUMAN RESOURCES (incl. LA				23500 1					
MANAGEMENT INFO SYSTEMS		31000 2							
MARKETING/MARKETING MANAG		30500 1	16827 3	24048 21 31000/23500					
COMMUNICATIONS			20000 1	23700 4					
TELECOMMUNICATIONS/BROADC		20000 1							
ELEMENTARY EDUCATION			18900 1						15683 28 28080/11440
SPECIAL EDUCATION									21310 11
LETTERS (incl. English)			13200 1	19000 1		22000 1			15000 1
HUMANITIES - OTHER									24500 1
HISTORY				29500 2					20700 2
POLITICAL SCIENCE/GOVT				12000 1		24000 1	18720 1		35000 1
PSYCHOLOGY		12000 1	28400 3	21250 2			18000 1		
CHEMICAL ENGINEERING		30000 1							
CIVIL ENGINEERING		31750 2							
COMPUTER ENGINEERING		34000 1							
INDUSTRIAL ENGINEERING		33667 6		35500 1					
MECHANICAL ENGINEERING		32000 1		29380 2				36000 2	
ENGINEERING TECHNOLOGY								33500 1	

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ANIMAL SCIENCES				30000 1					
COMPUTER SCIENCE		33091 11							
INFORMATION SCIENCES		32389 9		35000 1					
HEALTH SCIENCES									18500 1
ARCHITECTURAL & ENVIRONME	20800 1			29000 1					
BIOLOGICAL SCIENCES								28000 1	
CHEMISTRY								30500 4	
MATHEMATICS					29000 1				20500 1
PHYSICS									12000 1
OTHER PHYSICAL & EARTH SC								16640 1	

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	29234 187 38000/25000	25020 43 46000/16900	23220 5	32000 3	27300 5	32000 1		45000 1	27194 18
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24333 3	24188 8	20611 8	19440 4	24250 2	18000 2	18280 2	20580 9	23400 4
BACHELOR - TECHNICAL				19907 3	31500 1			14560 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	28080 1	20253 9	24701 7	20000 1	21500 4	12000 1	21601 28 38500/13500	19494 18	27194 5
BACHELOR - TECHNICAL							26864 7		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21272 4	31950 2	20960 7		31333 3				35000 1
BACHELOR - TECHNICAL			26050 2		11440 1	22500 2	29267 19	27832 5	31703 27 40104/25000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL		18000 1						38000 1	
BACHELOR - TECHNICAL	32034 10	31955 7	33153 19	36267 3	30452 5	30250 2	39846 27 43300/39900	36466 18	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19460 6		15600 1		17680 1				
BACHELOR - TECHNICAL			26100 2	37372 15	33260 4	40667 3			

AVERAGE SALARY OFFERS MAY 1993 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	19141 6	14692 8		16643 2	23806 10	27800 5	28063 8		
BACHELOR - TECHNICAL					30903 35 38400/26000	30137 18	28521 16		19500 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29885 26 36000/27000	20657 13	23822 72 40000/20000	25000 1	23000 2	18360 2		17942 44 35000/11856
BACHELOR - TECHNICAL	20800 1	32806 31 40000/30000		31377 6	29000 1			30238 9	17000 3

A3940-1.3

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Knox College
Lawrence University
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar College
University of Toledo
Tri-State University
Washington University - Business
Washington University - Engineering
Wayne State University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1992 through February 10, 1993) and cumulatively (September 1, 1992, and February 10, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 1 FEBRUARY 1993

(Data Combined for Men and Women)

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	27	216	$27787	$27905	$29120	$28000	$26000	217	740	$27593	$27151	$31000	$28000	$24000
BUSINESS ADMIN (INCL MGMT	4	62	21800	24497	*	*	*	45	199	21585	23231	26000	21000	17000
DISTRIBUTION MANAGEMENT	+	+	+	+				6	7	28583	28271	*	*	*
ECONOM & FINANCE (BANKING	12	38	29417	24590	*	*	*	53	131	26146	25043	31500	27000	16800
HOTEL/RESTAURANT MGMT.	+	2	+	20892				9	14	19933	20147	*	*	*
HUMAN RSRCS (incl LABOR R	+	3	+	39000				5	11	23500	26617	*	*	*
MANAGEMENT INFO SYSTEMS	4	12	30625	28208	*	*	*	27	72	28565	28631	33000	28700	25000
MARKETING/MARK MGMT (RESR	5	42	27060	25532	*	*	*	47	198	24775	24357	30000	25000	19008
REAL ESTATE	+	1	+	16600				9	12	29922	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	1	3	34000	26333	*	*	*	1	14	34000	23129	*	*	*
COMMUNICATIONS	3	10	23167	22628	*	*	*	8	42	20875	22004	*	*	*
JOURNALISM	1	3	20000	18267	*	*	*	2	8	20000	18538	*	*	*
TELECOMMUN/BROADCASTING	+	2	+	23250				2	7	16500	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	26	+	19256				23	117	21054	20746	26200	21405	18000
PRE-ELEMENTARY EDUCATION	+	2	+	21341				8	14	15783	16200	*	*	*
PHYSICAL EDUCATION	+	3	+	18500				1	9	32000	22145	*	*	*
SPECIAL EDUCATION	+	9	+	22802				1	19	24000	22177	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	13000				+	14	+	19584			
TEXTILES & CLOTHING	+	+	+	+				2	2	17033	17033	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	18000				+	5	+	19400			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	3	18000	21822	*	*	*
LETTERS (incl English, Li	+	5	+	20960				5	24	17600	20222	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	21420				4	20	19487	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				2	8	23900	22101	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	24467				+	10	+	22570			
HISTORY	+	4	+	22213				4	15	17000	21334	*	*	*
POLITICAL SCIENCE/GOVT	2	10	30100	23236	*	*	*	3	19	29567	23122	*	*	*
PSYCHOLOGY	+	6	+	25917				6	24	18517	21404	*	*	*
SOCIOLOGY	+	2	+	21042				3	12	14117	18990	*	*	*
SOCIAL SCIENCES-OTHER	1	10	21000	20926	*	*	*	10	32	21986	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	3	34500	34400	*	*	*	11	14	32042	31990	*	*	*
AGRICULTURAL	+	+	+	+				2	4	35000	33400	*	*	*
ARCHITECTURAL	+	+	+	+				+	2	+	25000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	2	35000	23500	*	*	*
CHEMICAL	36	56	40290	40400	43900	41000	36000	95	151	39770	39522	42600	40500	36000
CIVIL	12	21	27740	29762	*	*	*	78	135	29098	29188	31260	28500	27000
COMPUTER	30	31	31815	31934	35600	32270	28000	62	81	33011	32911	36800	34500	28500
ELECTRICAL/ELECTRONIC	35	61	34737	33977	37000	35600	32000	166	290	34235	33938	38000	35000	29000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL	29	35	$32022	$31865	$35500	$32000	$29000	61	85	$33338	33041	$36240	$32500	$30000
MECHANICAL	52	78	34720	34241	40000	35350	28000	177	293	34358	34256	38500	35000	28000
METALLURGICAL	4	5	34875	34193	*	*	*	14	20	33504	34221	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				9	11	33453	32735	*	*	*
NUCLEAR	+	+	+	+				1	2	35000	34000	*	*	*
PETROLEUM	+	+	+	+				+	12	+	39183			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	1	36000	36000	*	*	*	2	14	40000	31071	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	28000				1	2	27500	27750	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	19500				+	6	+	21599			
ANIMAL SCIENCES	+	4	+	24025				+	9	+	21966			
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	+	1	+	18000				+	3	+	22000			
OTHER AGRICULTURAL SCIENC	+	5	+	18700				+	9	+	20889			
COMPUTER SCIENCE														
COMPUTER SCIENCE	22	57	31410	30305	33600	32000	29000	46	122	30297	30772	34800	31250	26000
COMPUTER PROGRAMMING	+	2	+	27750				+	4	+	27790			
INFORMATION SCIENCES & SY	+	8	+	30175				14	43	28669	28231	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29185				1	7	27248	28855	*	*	*
HEALTH SCIENCES	+	3	+	16600				+	9	+	18997			
NURSING	1	3	30201	25447	*	*	*	3	11	25400	30895	*	*	*
PHARMACY	+	5	+	45400				1	32	41500	44004	*	*	*
SCIENCES														
ACTUARIAL	+	+	+	+				1	1	36000	36000	*	*	*
ARCHITECTURAL & ENVIRONME	+	1	+	33280				+	5	+	22296			
BIOLOGICAL	1	5	33000	21320	*	*	*	6	12	24531	23649	*	*	*
CHEMISTRY	+	2	+	26250				2	11	28200	29785	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	28000				+	4	+	26240			
MATHEMATICS	3	12	31833	25630	*	*	*	9	29	23269	23053	*	*	*
PHYSICS	1	2	25000	22500	*	*	*	1	3	25000	22160	*	*	*
OTHER PHYSICAL & EARTH SC	+	3	+	22333				1	4	19242	21561	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	289	895						1269	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	169	$27324	$28579	*	*	*	160	542	$28066	$27839	$30500	$28000	$25500
ACCOUNTING (PRIVATE)	9	46	28527	25231	*	*	*	52	173	26986	25346	31200	27427	22500
COMMERCIAL BANKING (CNSMR	1	12	28700	21750	*	*	*	8	26	20075	21515	*	*	*
COMMERCIAL BANKING (LENDG	1	1	20200	20200	*	*	*	7	13	27154	24160	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				2	3	31000	27667	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	1	36500	36500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				5	6	18380	20150	*	*	*
INVESTMT BANKG (SALES & T	2	2	30000	30000	*	*	*	3	4	26667	24500	*	*	*
FINANCIAL/TREASURY ANALYS	4	12	31400	26842	*	*	*	17	54	29300	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				8	11	22499	23817	*	*	*
UNDERWRITING	1	4	26000	23128	*	*	*	11	17	21798	22176	*	*	*
INSURANCE - CLAIMS	1	6	26000	21667	*	*	*	5	16	24655	22208	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	7	9	34857	31000	*	*	*	10	18	31832	25740	*	*	*
MEDIA PLANNING	+	1	+	19800				1	5	23000	20060	*	*	*
REPORTING	+	1	+	12480				3	4	21000	18870	*	*	*
PRODUCTION	+	2	+	22250				1	8	38400	23363	*	*	*
PUBLIC RELATIONS	+	1	+	18000				1	11	32000	21235	*	*	*
WRITING / EDITING	1	1	18500	18500	*	*	*	1	3	18500	23933	*	*	*
MARKETING														
ADVERTISING	1	2	21000	26125	*	*	*	2	12	20000	22546	*	*	*
BRAND/PRODUCT MANAGEMENT	1	8	31800	23330	*	*	*	4	31	30250	24861	*	*	*
BUYER/MERCHANDISING	+	5	+	25900				8	34	26000	24575	*	*	*
DISTRIBUTION	+	1	+	24000				5	8	28900	29312	*	*	*
MARKET RESEARCH	+	+	+	+				2	19	16000	24100	*	*	*
PURCHASING	+	1	+	21000				+	2	+	17700			
SALES	6	41	31917	25629	*	*	*	47	173	25260	24529	34000	27500	16000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	24000				+	4	+	20047			
FINANC,TAXA, MONETARY POL	+	2	+	17076				2	22	23750	23334	*	*	*
ECONOMIC PROGRAMS	+	2	+	18453				+	2	+	18453			
LAW ENFORCEMENT	1	4	28000	25350	*	*	*	3	13	23578	22981	*	*	*
MILITARY	1	5	21000	23178	*	*	*	4	13	24750	25336	*	*	*
NATIONAL SECURITY	+	+	+	+				1	2	36600	28800	*	*	*
URBAN / REGIONAL PLANNING	1	3	27000	26667	*	*	*	2	7	22850	23414	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	1	+	33000			
DESIGN / CONSTRUCT	18	26	32171	31612	*	*	*	123	179	30415	30343	36000	30000	27000
ENVIRONMENTAL/SANITATION	1	6	30000	28747	*	*	*	13	32	33970	31599	*	*	*
MANUFACTURING/INDUSTRIAL	25	41	33729	33385	$37700	$34600	$28000	128	163	34830	34728	40000	35000	29000
SYSTEMS / PROGRAMMING	11	17	32278	32214	*	*	*	20	33	32208	32200	35100	32000	28000
POWER SYSTEMS	11	16	34715	34854	*	*	*	32	45	34522	34604	37000	34950	31000
SOFTWARE DESIGN & DEVELOP	6	10	34113	32968	*	*	*	28	49	34261	32894	36800	34980	30000
HARDWARE DESIGN & DEVELOP	9	11	34744	35591	*	*	*	38	45	35296	35390	38000	35675	32500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	6	$38080	$38817	*	*	*	26	31	$38070	$37405	$42000	$39500	$34200
TESTING	4	10	36080	32556	*	*	*	12	27	34486	31890	*	*	*
PROCESS ENGINEERING	27	38	40742	40598	$43900	$41000	$37500	59	104	39634	38942	42804	40500	36000
PROJECT ENGINEERING	9	25	36240	35772	*	*	*	54	131	35145	35127	40000	35450	30000
OTHER ENGINEERING	25	41	34706	35368	39500	35900	28000	69	207	33769	33831	39000	34500	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	24260				+	7	+	25803			
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	2	+	26450				1	4	27248	29537	*	*	*
NURSES / PERSONAL CARE	1	3	30201	25447	*	*	*	3	13	25400	29295	*	*	*
OCCUPATIONAL THERAPY	+	1	+	32840				+	1	+	32840			
PHARMACIST	+	5	+	45400				1	32	41500	44004	*	*	*
PHYSICAL THERAPY	+	1	+	31000				2	3	11750	18167	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	5	33000	24800	*	*	*	5	20	24445	21654	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	20000	19253	*	*	*	3	14	16000	19435	*	*	*
COUNSELING	+	4	+	22500				3	13	14000	21077	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				2	3	16125	16917	*	*	*
SOCIAL WORK	+	4	+	20521				2	15	18756	20735	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	17	41	30020	29102	*	*	*	41	99	28930	28845	34000	29000	22000
INFORMATION SYSTEMS	21	32	31020	29591	34000	32000	28500	49	82	29177	28793	33500	29000	25200
SYSTEMS ANALYSIS & DESIGN	7	16	32520	32701	*	*	*	17	52	31039	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				1	3	36000	27673	*	*	*
AGRICULTURE/NAT'L RESOURC	+	8	+	18188				2	21	35000	22085	*	*	*
ARCHITECTURE	+	3	+	23593				+	5	+	23156			
CONSULTING	28	49	31231	31632	33000	31290	28000	51	82	31033	31162	34000	31080	28000
HUMAN RESRCS /INDUS RELS	+	2	+	29150				5	17	24440	24582	*	*	*
MANAGEMENT TRAINEE	7	62	26714	23378	*	*	*	53	218	23985	23274	30000	23000	19008
MATH/STATISTICIANS	+	3	+	27999				+	4	+	27750			
PARALEGAL	+	1	+	25000				3	5	20000	19800	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	37000			
RESEARCHERS - TECHNICAL	+	+	+	+				+	1	+	24000			
TEACHING	+	58	+	20221				47	224	20684	20786	27000	21405	13000
TOTALS	289	895						1269	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	11	$33000	$30898	*	*	*	5	36	$32500	$29694	*	*	*
MBA--NON-TECH	4	19	45500	35868	*	*	*	14	74	38036	33701	*	*	*
MBA--TECH	+	3	+	41253				1	5	30000	35892	*	*	*
MS-BUSINESS	1	2	35000	33000	*	*	*	1	4	35000	30875	*	*	*
ECONOMICS & FINANCE (BANK	+	+	+	+				1	1	36000	36000	*	*	*
HUMAN RESOURCES (INCL LAB	+	1	+	41000				+	3	+	29333			
MANAGEMENT INFORMATION SY	+	8	+	34850				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	1	2	21996	24498	*	*	*	1	2	21996	24498	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	1	+	21800			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	1	2	26000	25500	*	*	*	1	5	26000	26081	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				1	5	34000	30658	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	18500				1	5	28000	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	1	1	30000	30000	*	*	*	1	4	30000	28427	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	51500				+	4	+	39950			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	2	38500	38500	*	*	*	2	2	38500	38500	*	*	*
AGRICULTURAL	+	+	+	+				1	1	45000	45000	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	1	40000	40000	*	*	*
CHEMICAL	6	7	41816	41954	*	*	*	6	11	41816	40649	*	*	*
CIVIL	1	1	32700	32700	*	*	*	20	23	33339	32790	$40000	$32470	$28500
COMPUTER	2	2	37002	37002	*	*	*	5	9	37000	39656	*	*	*
ELECTRICAL/ELECTRONIC	9	10	38218	37996	*	*	*	45	59	40120	39821	43560	40600	36000
INDUSTRIAL	1	2	40800	39400	*	*	*	7	10	41186	40680	*	*	*
MECHANICAL	7	8	41571	40625	*	*	*	24	26	40563	40597	45600	40900	36500
METALLURGICAL	+	+	+	+				1	1	36000	36000	*	*	*

continued

MCPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	1	1	$36000	$36000	*	*	*	1	1	$36000	$36000	*	*	*
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	25000				+	4	+	30266			
NURSING	+	1	+	35000				+	1	+	35000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	2	+	28500			
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	7	37736	38311	*	*	*	9	22	38853	38311	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	29500				+	4	+	34125			
MATHEMATICS (INCL ACTUARI	2	2	27788	27788	*	*	*	2	2	27788	27788	*	*	*
PHYSICS	+	+	+	+				1	2	44000	42000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	45	99						152	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	5	+	$35600				1	18	$32000	$31500	*	*	*
MBA--TECH	+	1	+	28500				+	1	+	28500			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	4	$42000	55000	*	*	*	4	17	41750	43353	*	*	*
MBA--TECH	+	5	+	46800				+	5	+	46800			
OVER 4 YEARS														
MBA--NON-TECH	+	1	+	37328				2	23	40500	43175	*	*	*
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	1	16						7	64					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	$52500				+	7	+	$48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	3	5	$58048	52189	*	*	*	8	13	$54643	52919	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				1	3	57000	43667	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				7	9	49132	50102	*	*	*
METALLURGICAL	1	1	50000	50000	*	*	*	4	4	48435	48435	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	1	+	38000				+	1	+	38000			
CHEMISTRY	1	1	30000	30000	*	*	*	1	1	30000	30000	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	1	1	51900	51900	*	*	*	1	2	51900	52950	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	6	13						22	41					

Percentiles are computed on regional data
Not computed for fewer than 20 offers
No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28048 160 34000/25500			25125 4			28000 1	27000 2	31200 1
BUSINESS ADMIN (INCL MGMT				18965 3		21000 1		28000 1	
DISTRIBUTION MANAGEMENT					24000 1		30000 1		
ECONOM & FINANCE (BANKING	32000 1			15200 5	26833 3			29136 11	
MANAGEMENT INFO SYSTEMS	32750 2						24252 5	31000 1	
MARKETING/MARK MGMT (RESR				26667 3	35000 1	18000 1	25500 2		
REAL ESTATE	35000 1				36500 1			33500 2	
JOURNALISM						20000 1			
TELECOMMUN/BROADCASTING						20000 1			
LETTERS (incl English, Li				14000 1					
VISUAL & PERFORMING ARTS		16640 1							
PSYCHOLOGY								23600 1	
AEROSPACE & AERONAUTICAL									30940 2
BIOENGINEERING & BIOMEDIC								35000 1	
CHEMICAL							35900 1	37000 3	39956 9
CIVIL			30000 1					29052 10	30382 21 37000/28500
COMPUTER					28000 1	35600 1	32287 9	32976 7	
ELECTRICAL/ELECTRONIC		35100 1		34500 1		38000 5	29000 2	32914 12	32269 28 42000/26600
INDUSTRIAL				50004 1				31357 14	34081 5
MECHANICAL							35500 1	33766 12	32776 19
MINING (INCL GEOLOGICAL)								33800 2	32000 2
ENGINEERING TECHNOLOGY									44000 1
COMPUTER SCIENCE				28700 1		32533 3	29782 17	31000 6	33280 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
INFORMATION SCIENCES & SY							28250 6		
MATHEMATICS								31833 3	
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	30500	8	20000	1			25171	12			23000	1					17300	1
BUSINESS ADMIN (INCL MGMT	18500	2	23000	1			21013	6			20661	19						
DISTRIBUTION MANAGEMENT											28750	2						
ECONOM & FINANCE (BANKING	26863	11					22333	3	29500	1	23250	2						
HOTEL/RESTAURANT MGMT.	16600	1	21333	3	20700	4					16000	1						
MANAGEMENT INFO SYSTEMS	27167	3					29900	5										
MARKETING/MARK MGMT (RESR	25000	1					24018	7			23871	17					18000	1
REAL ESTATE															30000	1		
ADVERTISING							34000	1										
COMMUNICATIONS					18500	1					20500	2						
LETTERS (incl English, Li																	19000	2
HUMANITIES - OTHER	24000	1									23800	1						
HISTORY							15000	2	16000	1								
POLITICAL SCIENCE/GOVT							26000	1										
SOCIOLOGY							16350	1										
COMPUTER							29000	1			27000	1						
ELECTRICAL/ELECTRONIC	36400	1											36000	1				
INDUSTRIAL	33000	1									28500	1						
MECHANICAL							32500	1			35000	1						
COMPUTER SCIENCE	32000	1					29942	3			29000	1						
INFORMATION SCIENCES & SY							30663	1			30000	2						
ACTUARIAL	36000	1																

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	29120 1		29000 1	27800 1	24000 2	24500 1	23460 2	24500 1	
BUSINESS ADMIN (INCL MGMT	20000 1						18700 1	28500 2	22000 1
ECONOM & FINANCE (BANKING	15650 2				18750 1				
HUMAN RSRCS (incl LABOR R						33500 1			
MANAGEMENT INFO SYSTEMS			28250 2	27800 1			25200 1		
MARKETING/MARK MGMT (RESR			24000 1			24500 1			
REAL ESTATE	25200 4								
ELEMENTARY EDUCATION					21102 22 27456/18000				
PRE-ELEMENTARY EDUCATION					19327 3				
PHYSICAL EDUCATION					32000 1				
SPECIAL EDUCATION					24000 1				
FOREIGN LANGUAGES					18000 1				
LETTERS (incl English, Li									13000 1
VISUAL & PERFORMING ARTS					22334 2				
PSYCHOLOGY							17000 1	13000 1	
SOCIAL SCIENCES-OTHER					22936 6	21000 1	21367 2		
AEROSPACE & AERONAUTICAL						28000 1			
CIVIL			27676 6				27626 25 31000/26064		
COMPUTER		37300 2		30500 2	30600 1	30000 1			
ELECTRICAL/ELECTRONIC		28500 2		35039 10		28476 1			
INDUSTRIAL			36600 1		33000 1				
MECHANICAL		36000 1	25000 1	35075 4		30000 1			
MINING (INCL GEOLOGICAL)							27500 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER SCIENCE				15184 1	28010 1	22000 1	22386 1		
INFORMATION SCIENCES & SY				29100 1		20000 1			
ALLIED HEALTH								27248 1	
NURSING								23000 2	30201 1
BIOLOGICAL					25921 4			33000 1	10500 1
MATHEMATICS					18987 6				

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING			13500 1			30000 1			31250 2
BUSINESS ADMIN (INCL MGMT					26300 1		18600 1		
DISTRIBUTION MANAGEMENT									30000 2
ECONOM & FINANCE (BANKING							30000 1		31950 2
HUMAN RSRCS (incl LABOR R			14000 1						
MANAGEMENT INFO SYSTEMS						29333 3			
MARKETING/MARK MGMT (RESR						26700 1		18000 1	31900 2
COMMUNICATIONS				13500 1			23000 1		30000 1
JOURNALISM			20000 1						
PRE-ELEMENTARY EDUCATION			13820 4	13000 1					
LETTERS (incl English, Li							23000 1		
POLITICAL SCIENCE/GOVT							34200 1		
SOCIOLOGY			14000 1						
SOCIAL SCIENCES-OTHER			18512 1						
AEROSPACE & AERONAUTICAL					32595 4		33000 1		
AGRICULTURAL						34000 1	36000 1		
CHEMICAL						40500 2			39814 22 44400/39000
CIVIL								29551 10	38000 1
COMPUTER							34800 1		35500 1
ELECTRICAL/ELECTRONIC					34560 8		36163 14	32833 3	35833 3
INDUSTRIAL							33648 9		38500 2
MECHANICAL					34150 4	39040 5	34300 40 40080/30000	29673 3	38161 8
METALLURGICAL							34187 3		

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ENGINEERING TECHNOLOGY							36000 1		
COMPUTER SCIENCE					30940 1				
INFORMATION SCIENCES & SY					31500 1		30298 2		
PHARMACY									41500 1
CHEMISTRY									28200 2

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		25550 2	29000 2				27000 1	27100 1	29833 3
BUSINESS ADMIN (INCL MGMT							20000 1		
ECONOM & FINANCE (BANKING	28000 1	31500 1						30160 5	30500 1
HUMAN RSRCS (incl LABOR R								20000 2	
MANAGEMENT INFO SYSTEMS	33246 2							33500 1	
MARKETING/MARK MGMT (RESR		30000 1	22833 3						
COMMUNICATIONS	18000 1							23000 1	
POLITICAL SCIENCE/GOVT		28500 1							
PSYCHOLOGY	27500 1		18000 1						
AEROSPACE & AERONAUTICAL		31350 2							
CHEMICAL	34000 1	34093 3	39943 11	40958 12		38400 1	39089 7	40008 10	41080 8
CIVIL					30420 1				
COMPUTER	33370 20 40000/29000	35571 7		35500 1					
ELECTRICAL/ELECTRONIC	34042 14	33764 36 39000/29500	35467 3	40000 1			34620 4	38525 4	37780 5
INDUSTRIAL	33250 2	34213 3	36000 2	35520 3	33500 3		33787 6	35500 1	27000 1
MECHANICAL	34063 4	34780 16	33400 5	34320 5	29906 10		36360 4	38759 8	37914 7
METALLURGICAL					33444 9				
MINING (INCL GEOLOGICAL)					37200 1	34390 2			36000 1
NUCLEAR	35000 1								
COMPUTER SCIENCE	32000 2	35107 4							34000 2

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22050 1						23067 3
BUSINESS ADMIN (INCL MGMT	24000 1						26733 3
ECONOM & FINANCE (BANKING	25000 1						28500 1
HUMAN RSRCS (incl LABOR R						30000 1	
MANAGEMENT INFO SYSTEMS							25000 1
MARKETING/MARK MGMT (RESR							27000 4
TELECOMMUN/BROADCASTING							13000 1
ELEMENTARY EDUCATION							20000 1
TEXTILES & CLOTHING					17033 2		
VISUAL & PERFORMING ARTS							16640 1
HISTORY							22000 1
PSYCHOLOGY							12000 1
SOCIOLOGY							12000 1
AEROSPACE & AERONAUTICAL				36500 1			
CHEMICAL		41100 1				41067 3	42600 1
CIVIL					30000 1		30250 2
COMPUTER			34395 2			29000 3	31500 1
ELECTRICAL/ELECTRONIC		35910 2	35333 3			37020 1	35000 1
INDUSTRIAL			29856 1			30000 1	30000 3
MECHANICAL		39000 1	35040 2	39650 2		32150 4	31585 8
METALLURGICAL				32500 1			33000 1
INDUSTRIAL TECHNOLOGY		27500 1					

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28172 164 35000/25500	16640 1		20462 16	29333 6	19750 4	25584 9	29117 18	31200 1
BACHELOR - TECHNICAL		35100 1	30000 1	37735 3	28000 1	35911 9	30438 36 39500/27500	32223 70 40000/29000	32686 90 44000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26800 27 33000/22000	21400 5	20260 5	24187 38 34000/16350	22750 2	22359 45 30000/18000		30000 1	18325 4
BACHELOR - TECHNICAL	34350 4			30332 6		29917 6	36000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22653 8		27375 4	27800 2	21673 39 32000/18000	25875 4	21508 7	23625 4	17500 2
BACHELOR - TECHNICAL		33520 5	28457 8	33110 18	23786 13	26413 6	27427 27 31000/25000	26562 4	20351 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15032 9	13250 2	26300 1	28940 5	25760 5	18000 1	31133 9
BACHELOR - TECHNICAL					33661 18	38775 8	34501 72 40080/30000	30189 16	38427 40 45000/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27998 5	28220 5	24083 6				23500 2	27440 10	30000 4
BACHELOR - TECHNICAL	33631 44 40000/29880	34212 71 39000/30000	37370 21 42000/34000	38416 22 42000/35100	32007 24 37200/28000	35727 3	36203 21 41040/35000	39119 23 42780/35600	38081 24 44000/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	23683 3			-	17033 2	30000 1	
BACHELOR - TECHNICAL		35884 5	34341 8	37075 4	30000 1	33818 12	

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	34313 8				70000 1			40000 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH		30000 1							

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						32000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH				44000 1				36000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		36000 1					
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28066 160 34000/25500	27009 43 33000/22500	20000 1	26500 1					27000 2
BUSINESS ADMIN (INCL MGMT		26300 1	18348 2	20200 1			20000 1		
DISTRIBUTION MANAGEMENT							24000 1		
ECONOM & FINANCE (BANKING		27429 7	13067 3	14500 1	27000 1		14500 1	30000 2	29380 10
HOTEL/RESTAURANT MGMT.							16600 1		
MARKETING/MARK MGMT (RESR			36000 1	24000 1	35000 1			20000 1	25100 2
REAL ESTATE						36500 1	16800 1		32000 1
POLITICAL SCIENCE/GOVT									34200 1
PSYCHOLOGY		23600 1							
ELECTRICAL/ELECTRONIC				34960 3					
INDUSTRIAL									33900 1
COMPUTER SCIENCE			28700 1						

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		17000 2							
BUSINESS ADMIN (INCL MGMT	18500 2	21825 4	23775 1						
ECONOM & FINANCE (BANKING	24248 4	26000 1	25000 1						
MARKETING/MARK MGMT (RESR		25376 3							
REAL ESTATE	22000 1								
COMMUNICATIONS					23000 1	23000 1			18500 1
JOURNALISM						20000 1			
TELECOMMUN/BROADCASTING						20000 1			
VISUAL & PERFORMING ARTS				16640 2					
HUMANITIES - OTHER	24000 1								
HISTORY			16000 1						
POLITICAL SCIENCE/GOVT			26000 1						
SOCIOLOGY		16350 1							
AEROSPACE & AERONAUTICAL				33000 1					
CHEMICAL				38520 2					
INDUSTRIAL								32000 1	
MECHANICAL			32500 1	35000 5			38400 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23750 2
BUSINESS ADMIN (INCL MGMT	21000 1		26000 1				17632 5		
DISTRIBUTION MANAGEMENT			30000 1	29167 3					
ECONOM & FINANCE (BANKING							23000 2		
HOTEL/RESTAURANT MGMT.							16000 1		
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR		28933 3	26400 5	21000 1	18000 1		23394 16		
REAL ESTATE							30000 1		
ADVERTISING							34000 1		
COMMUNICATIONS			20000 1				24000 2		
LETTERS (incl English, Li	19000 1				14000 1		23000 1		
HISTORY							14000 1		
POLITICAL SCIENCE/GOVT							28500 1		
PSYCHOLOGY							27500 1		
SOCIOLOGY							12000 1		
CHEMICAL							32280 1		
ELECTRICAL/ELECTRONIC							32533 6		
INDUSTRIAL				36000 1					
MECHANICAL		34200 1					32975 4		
CHEMISTRY							28200 2		

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT					18700 1				17000 1
HUMAN RSRCS (incl LABOR R			33500 1						
MARKETING/MARK MGMT (RESR			24500 1						
TEXTILES & CLOTHING							17033 2		
SOCIAL SCIENCES-OTHER		21367 2	21000 1						
AEROSPACE & AERONAUTICAL							30940 2		32190 2
CHEMICAL								40750 2	38560 10
CIVIL					27000 1		28655 60 36996/26064	33125 4	
COMPUTER		28000 1		36600 1			30000 1		
ELECTRICAL/ELECTRONIC							31444 18		34625 22 39300/30000
INDUSTRIAL							35100 1	32004 1	34767 24 50004/30000
MECHANICAL							33359 35 42300/28000	28000 1	35111 59 41880/30000
METALLURGICAL									32043 7
MINING (INCL GEOLOGICAL)							32093 3	33520 5	37200 1
INDUSTRIAL TECHNOLOGY									27500 1
COMPUTER SCIENCE							30940 1		34600 1
INFORMATION SCIENCES & SY			20000 1						

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL		31000 1				33000 2	36500 1	29850 2	
CHEMICAL	34000 1		35900 1		40960 16		40039 52 44400/38160	39750 2	40417 6
CIVIL								35500 2	29150 8
COMPUTER	31920 5		34126 16	35063 8	35600 1		35500 1	32000 1	33983 4
ELECTRICAL/ELECTRONIC	31873 6	34408 26 39000/30000	34399 5	35866 25 39000/34000	30533 3	34306 6	37450 2	34929 17	35558 17
INDUSTRIAL	32900 4							36833 3	33125 8
MECHANICAL	33720 1	35820 5		32820 5	34151 5	36250 2	36500 3	34896 26 40080/30000	33244 20 42300/28000
METALLURGICAL			33960 1		36500 1	34500 1			33900 2
NUCLEAR						35000 1			
ENGINEERING TECHNOLOGY								44000 1	36000 1
COMPUTER SCIENCE	31333 3		34287 5						36000 1
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT									23500 2
TELECOMMUN/BROADCASTING									13000 1
PSYCHOLOGY							13000 1		
ALLIED HEALTH			27248 1						
NURSING				25400 3					
PHARMACY						41500 1			
BIOLOGICAL							10500 1		31113 2

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						23400 2			
BUSINESS ADMIN (INCL MGMT					24000 1				
DISTRIBUTION MANAGEMENT							30000 1		
ECONOM & FINANCE (BANKING			18750 1			29000 1			
HUMAN RSRCS (incl LABOR R	14000 1								
MANAGEMENT INFO SYSTEMS					26857 7	29246 13	26640 4		
COMMUNICATIONS			13500 1						
JOURNALISM	20000 1								
ELEMENTARY EDUCATION						20000 1			
PRE-ELEMENTARY EDUCATION				19000 1					
LETTERS (incl English, Li		13000 1							
PSYCHOLOGY		14500 2							
SOCIOLOGY	14000 1								
SOCIAL SCIENCES-OTHER				18512 1					
AGRICULTURAL									35000 2
COMPUTER					29284 10	34667 3	33018 8		
ELECTRICAL/ELECTRONIC					33700 3	31000 1			
INDUSTRIAL						29938 8			
COMPUTER SCIENCE					28862 18	29100 10	31491 3		
INFORMATION SCIENCES & SY					30332 2	28820 10	32496 1		
ACTUARIAL								36000 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		27933 3		23000 1					
BUSINESS ADMIN (INCL MGMT		28000 1	32100 2	21444 18					
ECONOM & FINANCE (BANKING		29458 12		24917 6					
HOTEL/RESTAURANT MGMT.				20971 7					
HUMAN RSRCS (incl LABOR R			20000 2						
MANAGEMENT INFO SYSTEMS		32167 3							
MARKETING/MARK MGMT (RESR				24228 11					
REAL ESTATE		34000 3		30000 1					
COMMUNICATIONS				21000 1					
ELEMENTARY EDUCATION						22000 2			21012 20 27456/13000
PRE-ELEMENTARY EDUCATION									15323 7
PHYSICAL EDUCATION									32000 1
SPECIAL EDUCATION									24000 1
FOREIGN LANGUAGES									18000 1
LETTERS (incl English, Li				19000 1					
VISUAL & PERFORMING ARTS									22334 2
HUMANITIES - OTHER				23800 1					
HISTORY				22000 1		16000 1			
PSYCHOLOGY			18000 1						
SOCIAL SCIENCES-OTHER									22936 6
BIOENGINEERING & BIOMEDIC		35000 1							
CHEMICAL		32000 1		40500 1					
CIVIL		28901 3							

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /	MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING	
COMPUTER		32990	2									
ELECTRICAL/ELECTRONIC		32381	5		36000	1						
INDUSTRIAL		31062	8		35100	1						
MECHANICAL		33440	3									
METALLURGICAL					36000	2						
COMPUTER SCIENCE		31000	3									
BIOLOGICAL											24820	3
MATHEMATICS		31833	3								18987	6

AVERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28066 160 34000/25500	26986 52 33000/22500	18842 7	21300 4	31000 2	36500 1	18380 5	26667 3	29013 16
BACHELOR - TECHNICAL			28700 1	34960 3					33900 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22499 8	21798 11	22694 4	16640 2	23000 1	21000 3			18500 1
BACHELOR - TECHNICAL			32500 1	35630 8			38400 1	32000 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20000 2	28933 3	26000 8	27125 4	16000 2		22690 34 34000/15000		23750 2
BACHELOR - TECHNICAL		34200 1		36000 1			31983 13		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		21367 2	26333 3		18700 1		17033 2		17000 1
BACHELOR - TECHNICAL		28000 1	20000 1	36600 1	27000 1		30637 121 42300/27252	33970 13	34971 127 50004/29844

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	32208 20 42000/28000	34522 32 39000/31000	34261 28 38400/30000	35296 38 39000/32500	38070 26 44000/34200	34486 12	39634 59 44400/36000	35145 54 45000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL							13000 1		
BACHELOR - TECHNICAL			27248 1	25400 3		41500 1	10500 1		

VERAGE SALARY OFFERS FEBRUARY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
Y TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	16000 3	14000 3	16125 2	18756 2	26500 8	28000 17	27312 5		
BACHELOR - TECHNICAL					29519 33 39000/26000	29803 32 36000/27000	32592 12	36000 1	35000 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		30173 22 35000/26000	24440 5	22659 48 30000/19000		20000 3			20626 38 32000/12940
BACHELOR - TECHNICAL		31686 29 35000/30000		36720 5					20931 9

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1993

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Knox College
Lawrence University
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar College
University of Toledo
Tri-State University
Washington University - Business
Washington University - Engineering
Wayne State University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993 through March 10, 1993) and cumulatively (September 1, 1992, and March 10, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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ISSN 1048-7735

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	197	394	$29400	$28777	$32000	$29000	$27500	414	1134	$28453	$27716	$31100	$28800	$25500
BUSINESS ADMINISTRATION	22	76	23691	26755	29000	23750	18000	67	275	22277	24205	28000	22000	17000
DISTRIBUTION MANAGEMENT	2	3	27250	25500	*	*	*	8	10	28250	27440	*	*	*
ECONOMICS & FINANCE	68	124	28694	28359	33000	29000	24128	121	255	27578	26656	32500	29000	22000
HOTEL/RESTAURANT MGMT.	4	4	27625	27625	*	*	*	13	18	22300	21809	*	*	*
HUMAN RESOURCES (incl. LA	1	6	24000	25000	*	*	*	6	17	23583	26047	*	*	*
MANAGEMENT INFO SYSTEMS	23	30	30797	30794	34000	31000	28500	50	102	29591	29267	33600	29863	26500
MARKETING/MARKETING MANAG	39	76	25498	24501	30000	26000	19800	86	274	25103	24397	30000	25600	19200
REAL ESTATE	+	+	+	+				9	12	29922	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	1	3	38000	26667	*	*	*	2	17	36000	23753	*	*	*
COMMUNICATIONS	21	26	22852	21900	25800	23000	18000	29	68	22306	21964	26000	23000	18000
JOURNALISM	7	11	17909	17287	*	*	*	9	19	18373	17814	*	*	*
TELECOMMUNICATIONS/BROADC	+	+	+	+				2	7	16500	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	12	12812	17386	*	*	*	24	129	20710	20434	26200	21203	13000
PRE-ELEMENTARY EDUCATION	+	+	+	+				8	14	15783	16200	*	*	*
PHYSICAL EDUCATION	1	3	20600	21200	*	*	*	2	12	26300	21908	*	*	*
SPECIAL EDUCATION	+	3	+	16410				1	22	24000	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	3	+	23500				2	5	17033	20913	*	*	*
MERCHANDISING MANAGEMENT	+	1	+	24000				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	1	1	27000	27000	*	*	*	2	4	22500	23117	*	*	*
LETTERS (incl. English)	2	10	21750	19885	*	*	*	7	34	18786	20123	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	19150				4	22	19487	20429	*	*	*
HUMANITIES - OTHER	1	2	20000	21900	*	*	*	3	10	22600	22060	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	1	25500	25500	*	*	*	1	11	25500	22836	*	*	*
HISTORY	2	6	15500	24167	*	*	*	6	21	16500	22143	*	*	*
POLITICAL SCIENCE/GOVT	+	9	+	21756				3	28	29567	22683	*	*	*
PSYCHOLOGY	6	17	16555	19315	*	*	*	12	41	17536	20538	*	*	*
SOCIOLOGY	1	3	13000	19333	*	*	*	4	15	13838	19058	*	*	*
SOCIAL SCIENCES-OTHER	2	7	24000	23548	*	*	*	12	39	22322	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	5	7	31800	31857	*	*	*	16	21	31966	31946	*	*	*
AGRICULTURAL ENGINEERING	1	2	33500	29250	*	*	*	3	6	34500	32017	*	*	*
ARCHITECTURAL ENGINEERING	+	4	+	30500				+	6	+	28667			
BIOENGINEERING & BIOMEDIC	+	1	+	32000				1	3	35000	26333	*	*	*
CHEMICAL ENGINEERING	62	92	40448	40237	42100	41000	38000	157	243	40038	39793	42600	41000	36000
CIVIL ENGINEERING	35	54	30068	29878	32500	30000	27482	113	189	29399	29385	31800	29000	27000
COMPUTER ENGINEERING	45	70	33615	34129	37200	35000	27000	107	151	33265	33475	37000	34560	28000
ELECTRICAL/ELECTRONIC	63	101	34847	34312	38012	36000	30000	229	391	34403	34035	38000	35000	29500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	31	62	$33638	$33288	$36550	$34500	$30000	92	147	$33439	33145	$36550	$33950	$30000
MECHANICAL ENGINEERING	108	188	35112	34921	39000	35500	31200	285	481	34643	34516	39000	35200	28800
METALLURGICAL ENGINEERING	8	16	31763	34050	*	*	*	22	36	32871	34145	36000	34230	28500
MINING (INCL GEOLOGICAL)	1	2	24000	27600	*	*	*	10	13	32508	31945	*	*	*
NUCLEAR ENGINEERING	+	1	+	33500				1	3	35000	33833	*	*	*
PETROLEUM ENGINEERING	+	2	+	39000				+	14	+	39157			
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	5	12	29798	30069	*	*	*	7	26	32713	30609	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				1	2	27500	27750	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	26367				+	12	+	23983			
ANIMAL SCIENCES	+	4	+	19625				+	13	+	21246			
PLANT SCIENCES	+	2	+	25000				+	2	+	25000			
NATURAL RESOURCES	+	1	+	18000				+	4	+	21000			
OTHER AGRICULTURAL SCIENC	+	5	+	31220				+	14	+	24579			
COMPUTER SCIENCE														
COMPUTER SCIENCE	68	107	31695	31513	36700	31700	26000	114	229	31131	31118	36000	31500	26000
COMPUTER PROGRAMMING	+	10	+	28800				+	14	+	28511			
INFORMATION SCIENCES	2	11	32000	32013	*	*	*	16	54	29085	29002	*	*	*
SYSTEMS ANALYSIS	1	1	31000	31000	*	*	*	1	1	31000	31000	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	33400				1	10	27248	30219	*	*	*
HEALTH SCIENCES	+	+	+	+				+	9	+	18997			
NURSING	4	4	34481	34481	*	*	*	7	15	30589	31851	*	*	*
PHARMACY	+	2	+	36621				1	34	41500	43570	*	*	*
SCIENCES														
ACTUARIAL	3	3	33933	33933	*	*	*	4	4	34450	34450	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	22187				+	8	+	22255			
BIOLOGICAL SCIENCES	3	6	20133	21650	*	*	*	9	18	23065	22983	*	*	*
CHEMISTRY	7	12	31034	30437	*	*	*	9	23	30404	30125	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	1	+	32000				+	5	+	27392			
MATHEMATICS	2	8	34200	30663	*	*	*	11	37	25256	24698	*	*	*
PHYSICS	+	+	+	+				1	3	25000	22160	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	21000				1	5	19242	21448	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	857	1637						2126	4882					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	179	346	$29255	$28836	$31500	$29000	$27700	339	888	$28694	$28228	$31000	$29000	$26000
ACCOUNTING (PRIVATE)	39	73	28894	27839	34000	28500	27000	91	246	27804	26086	33000	28000	23600
COMMERCIAL BANKING (CONSU	2	6	23750	23567	*	*	*	10	32	20810	21900	*	*	*
COMMERCIAL BANKING (LENDI	5	10	28700	26850	*	*	*	12	23	27798	25330	*	*	*
INVESTMENT BANKING (CORP	3	6	33500	33083	*	*	*	5	9	32500	31278	*	*	*
INVESTMENT BANKING (MERG	3	4	32167	32875	*	*	*	4	5	33250	33600	*	*	*
INVESTMENT BANKING (REAL	+	+	+	+				5	6	18380	20150	*	*	*
INVESTMENT BANKING (SALE	+	3	+	26000				3	7	26667	25143	*	*	*
FINANCIAL/TREASURY ANALYS	14	39	28586	28637	*	*	*	31	93	28977	27663	32000	29500	25200
PORTFOLIO MANAGEMENT / BR	1	4	32500	24325	*	*	*	9	15	23610	23953	*	*	*
UNDERWRITING	2	6	24500	25833	*	*	*	13	23	22214	23130	*	*	*
INSURANCE - CLAIMS	2	4	26564	26532	*	*	*	7	20	25200	23073	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	2	33000	26500	*	*	*	9	18	30476	24404	*	*	*
MEDIA PLANNING	2	4	18000	18625	*	*	*	3	9	19667	19422	*	*	*
REPORTING	2	5	16180	16672	*	*	*	5	9	19072	17649	*	*	*
COMMUNICATIONS-PRODUCTION	+	2	+	24500				1	10	38400	23590	*	*	*
PUBLIC RELATIONS	1	5	30000	21134	*	*	*	2	16	31000	21204	*	*	*
WRITING / EDITING	+	1	+	10800				1	4	18500	20650	*	*	*
MARKETING														
ADVERTISING	1	3	38000	25667	*	*	*	3	15	26000	23170	*	*	*
BRAND/PRODUCT MANAGEMENT	3	7	31833	28071	*	*	*	7	38	30929	25452	*	*	*
BUYER/MERCHANDISING	5	11	27000	26209	*	*	*	13	45	26385	24975	*	*	*
DISTRIBUTION	5	8	26800	27438	*	*	*	10	16	27850	28375	*	*	*
MARKET RESEARCH	2	7	23500	22714	*	*	*	4	26	19750	23727	*	*	*
PURCHASING	+	1	+	30000				+	3	+	21800			
SALES	56	95	26284	25745	33000	26000	19200	103	268	25817	24960	33500	26700	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	8	20000	25661	*	*	*	1	12	20000	23790	*	*	*
GOV'T-FINANCE, TAXATION,	2	9	25750	25257	*	*	*	4	31	24750	23893	*	*	*
ECONOMIC PROGRAMS	+	1	+	26122				+	3	+	21009			
LAW ENFORCEMENT	1	1	27000	27000	*	*	*	4	14	24433	23268	*	*	*
MILITARY	2	3	27750	28766	*	*	*	6	16	25750	25979	*	*	*
NATIONAL SECURITY	1	1	36600	36600	*	*	*	2	3	36600	31400	*	*	*
URBAN / REGIONAL PLANNING	1	1	20000	20000	*	*	*	3	8	21900	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	1	+	41000				+	2	+	37000			
DESIGN / CONSTRUCT	29	56	33275	32100	37200	34000	28000	154	237	31059	30827	36240	30078	27252
ENVIRONMENTAL/SANITATION	4	11	32750	30177	*	*	*	17	43	33683	31235	*	*	*
MANUFACTURING/INDUSTRIAL	60	94	35524	34788	39600	35500	32000	188	257	35052	34750	40000	35100	29844
SYSTEMS / PROGRAMMING	10	16	33379	32608	*	*	*	30	49	32598	32334	37700	32000	28000
POWER SYSTEMS	13	14	34435	34511	*	*	*	45	59	34497	34582	36800	35360	30000
SOFTWARE DESIGN & DEVELOP	24	39	33260	32791	37000	33500	26000	52	88	33799	32848	37000	34680	29400
HARDWARE DESIGN & DEVELOP	14	17	35647	35533	*	*	*	52	62	35391	35429	38000	35675	32500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	18	28	$35088	$33614	*	*	*	44	59	$36850	$35606	$42000	$39000	$28500
TESTING	6	7	32867	33314	*	*	*	18	34	33946	32183	*	*	*
PROCESS ENGINEERING	39	58	40259	40058	$42000	$41000	$36600	98	162	39883	39342	42600	40900	36336
PROJECT ENGINEERING	8	44	38288	35984	*	*	*	62	175	35550	35343	40000	36000	30000
OTHER ENGINEERING	115	191	33409	33556	38000	34000	28000	184	398	33544	33699	38500	34000	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	32000	24333	*	*	*	1	10	32000	25362	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	+	+	+				1	4	27248	29537	*	*	*
NURSES / PERSONAL CARE	4	6	34481	34520	*	*	*	7	19	30589	30945	*	*	
OCCUPATIONAL THERAPY	+	3	+	33400				+	4	+	33260			
PHARMACIST	+	2	+	36621				1	34	41500	43570	*	*	*
PHYSICAL THERAPY	+	+	+	+				2	3	11750	18167	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	2	3	13082	17054	*	*	*	7	23	21198	21054	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	24000				3	16	16000	20005	*	*	*
COUNSELING	+	5	+	19199				3	18	14000	20555	*	*	*
FUNDRAISING / DEVELOPMENT	+	2	+	13500				2	5	16125	15550	*	*	*
SOCIAL WORK	1	1	17430	17430	*	*	*	3	16	18314	20529	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	27	59	30038	29666	33500	29700	27000	68	158	29370	29152	34000	29250	24000
INFORMATION SYSTEMS	47	56	31994	31583	35000	31500	29000	96	138	30556	29925	34500	31000	27000
SYSTEMS ANALYSIS & DESIGN	16	27	32544	32491	*	*	*	33	79	31769	32010	35500	32500	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	1	35800	35800	*	*	*	2	4	35900	29705	*	*	*
AGRICULTUR/NATURAL RESOU	1	5	29000	20800	*	*	*	3	26	33000	21838	*	*	*
ARCHITECTURE	+	1	+	20800				+	6	+	22763			
CONSULTING	41	99	31909	32668	34600	32000	28000	92	181	31424	31986	34528	31350	28000
HUMAN RESOURCES	2	6	19500	21567	*	*	*	7	23	23029	23796	*	*	*
MANAGEMENT TRAINEE	30	65	22457	24132	25008	22750	18000	83	283	23433	23471	28500	23000	18500
MATH/STATISTICIANS	+	1	+	29000				+	5	+	28000			
PARALEGAL	+	1	+	21600				3	6	20000	20100	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	23000				+	3	+	32333			
RESEARCH - TECHNICAL	3	11	27300	30627	*	*	*	3	12	27300	30075	*	*	*
TEACHING	5	25	15762	17611	*	*	*	52	249	20211	20468	26200	21000	12940
TOTALS	857	1637						2126	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	7	$36167	$33857	*	*	*	8	43	$33875	$30372	*	*	*
MBA--NON-TECH	21	66	40405	37799	$48000	$40000	$34000	35	140	39457	35633	$48000	$38000	$31500
MBA--TECH	7	8	38930	39839	*	*	*	8	13	37814	38321	*	*	*
MS-BUSINESS	+	1	+	30000				1	5	35000	30700	*	*	*
ECONOMICS & FINANCE (BANK	+	2	+	24000				1	3	36000	28000	*	*	*
HUMAN RESOURCES (INCL LAB	1	5	40000	29800	*	*	*	1	8	40000	29625	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	+	+	+				1	2	21996	24498	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	1	1	30000	30000	*	*	*	1	2	30000	25900	*	*	*
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	9	+	27837				1	14	26000	27210	*	*	*
ELEMENTARY EDUCATION	+	18	+	26752				1	23	34000	27601	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				1	5	28000	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	1	1	32000	32000	*	*	*	2	5	31000	29142	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	3	+	26333				+	7	+	34114			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	1	35000	35000	*	*	*	3	3	37333	37333	*	*	*
AGRICULTURAL	1	1	45000	45000	*	*	*	2	2	45000	45000	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	1	40000	40000	*	*	*
CHEMICAL	3	4	43667	43000	*	*	*	9	15	42433	41276	*	*	*
CIVIL	6	10	36357	36064	*	*	*	26	33	34035	33782	44400	32850	28500
COMPUTER	3	8	39520	39079	*	*	*	8	17	37945	39384	*	*	*
ELECTRICAL/ELECTRONIC	35	51	40579	41011	44000	41600	36200	80	110	40321	40373	44000	40950	36000
INDUSTRIAL	7	16	38429	38600	*	*	*	14	26	39807	39400	*	*	*
MECHANICAL	40	43	40326	40429	45000	41834	36600	64	69	40415	40492	45000	41500	36500
METALLURGICAL	+	1	+	40000				1	2	36000	38000	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				1	1	$36000	$36000	*	*	*
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	+	+	+				+	4	+	30266			
NURSING	+	2	+	$26585				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	5	5	$36018	36018	*	*	*	5	7	36018	33870	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	10	19	41770	37995	*	*	*	19	41	40388	38164	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	38750				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	6	6	37470	37470	*	*	*	8	8	35049	35049	*	*	*
PHYSICS	+	+	+	+				1	2	44000	42000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	151	290						303	632					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	22	40	$55209	$48395	$59000	$55000	$50000	23	58	$54200	$43152	$59000	$55000	$48000
MBA--TECH	5	6	53920	49433	*	*	*	5	7	53920	46443	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	24	37	58646	52828	75000	55000	50000	28	54	56232	49845	75000	53000	42000
MBA--TECH	13	22	58055	54269	*	*	*	13	27	58055	52886	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	11	75	58382	51433	*	*	*	13	98	55631	49495	*	*	*
MBA--TECH	5	22	56800	55493	*	*	*	5	22	56800	55493	*	*	*
TOTALS	80	202						87	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	1	1	$39000	$39000	*	*	*	1	1	$39000	$39000	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	32000				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	3	14	54400	55414	*	*	*	11	27	54577	54213	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	2	5	59750	61299	*	*	*	3	8	58833	54687	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	3	5	52306	52584	*	*	*	10	14	50084	50988	*	*	*
METALLURGICAL	2	3	55870	57247	*	*	*	6	7	50913	52211	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	9	13	54033	54869	*	*	*	10	14	51630	53093	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	60552				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	3	+	51333				1	5	51900	51980	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	20	46						42	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28687 327 44000/26000		-	27563 8	33000 1		29250 2	29500 4	31200 1
BUSINESS ADMINISTRATION	30625 4			18965 3		21000 1		27000 2	
DISTRIBUTION MANAGEMENT					24000 1		29750 2		
ECONOMICS & FINANCE	30000 20 35500/29000			21546 11	30143 7		28000 1	29048 21 33500/27000	
MANAGEMENT INFO SYSTEMS	32000 4					29925 1	27306 9	29660 5	
MARKETING/MARKETING MANAG				26667 3	35000 1	16500 2	24683 6	26750 2	
REAL ESTATE	35000 1				36500 1			33500 2	
ADVERTISING		38000 1							
COMMUNICATIONS		30000 1				21500 2			
JOURNALISM		18000 2				16840 4			
TELECOMMUNICATIONS/BROADC						20000 1			
LETTERS (incl. English)				14000 1					
VISUAL & PERFORMING ARTS		16640 1							
HUMANITIES - OTHER				20000 1					
PSYCHOLOGY								23600 1	
AEROSPACE & AERONAUTICAL								32000 1	30940 2
BIOENGINEERING & BIOMEDIC								35000 1	
CHEMICAL ENGINEERING							35900 1	37000 3	39956 9
CIVIL ENGINEERING			30000 1					29205 26 31320/27600	30904 26 42000/28476
COMPUTER ENGINEERING					29667 3	36000 3	31965 12	32179 13	21600 1
ELECTRICAL/ELECTRONIC	33500 2	35100 1		34500 1		37167 6	32248 4	33707 23 39500/31000	32388 31 42000/28000
INDUSTRIAL ENGINEERING	32000 1			50004 1				32256 24 40000/30000	34081 5
MECHANICAL ENGINEERING							35500 1	32679 15	33062 20 38500/28000

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MINING (INCL GEOLOGICAL)								33800 2	32000 2
ENGINEERING TECHNOLOGY						30000 1	24000 1		44000 1
COMPUTER SCIENCE	34167 6			28700 1		32850 6	29029 29 39000/25000	32408 21 37700/30160	33280 1
INFORMATION SCIENCES							28500 7		
SYSTEMS ANALYSIS							31000 1		
ACTUARIAL								38000 1	
BIOLOGICAL SCIENCES									20000 1
MATHEMATICS								31833 3	
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	30500 8	20000 1		25345 13		23000 1			17300 1
BUSINESS ADMINISTRATION	21050 4	23250 2		23208 10		20662 25 27500/17000			
DISTRIBUTION MANAGEMENT						28750 2			
ECONOMICS & FINANCE	27676 21 35500/23000			22830 6	29500 1	23500 3			
HOTEL/RESTAURANT MGMT.	16600 1	21333 3	20700 4			16000 1			
MANAGEMENT INFO SYSTEMS	27167 3			29667 9		34000 1			
MARKETING/MARKETING MANAG	24333 3			24141 8		23800 21 30000/20000	22000 1		18000 1
REAL ESTATE								30000 1	
ADVERTISING				34000 1					
COMMUNICATIONS		22000 1	18500 1			22413 10			
LETTERS (incl. English)		22500 1							19000 2
HUMANITIES - OTHER	24000 1					23800 1			
CRIMINAL JUSTICE								25500 1	
HISTORY		16000 1		15000 2	16000 1	15000 1			
POLITICAL SCIENCE/GOVT				26000 1					
PSYCHOLOGY				10750 2		18000 1			
SOCIOLOGY				16350 1					
COMPUTER ENGINEERING				29000 1		27000 1			
ELECTRICAL/ELECTRONIC	36400 1						36000 1		
INDUSTRIAL ENGINEERING	33000 1					28500 1			33500 1
MECHANICAL ENGINEERING				32500 1		35000 1			
COMPUTER SCIENCE	31000 3			29856 5		29000 1			
INFORMATION SCIENCES				30663 1		30000 2			

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACTUARIAL	36000 1			35800 1		28000 1			
MATHEMATICS								30000 1	

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	29120 1		29000 1	27800 1	24000 2	25750 2	23460 2	24500 1	
BUSINESS ADMINISTRATION	17500 2		18000 1	24000 1			18700 1	28500 2	22000 1
DISTRIBUTION MANAGEMENT				25000 1					
ECONOMICS & FINANCE	15650 2		19000 1		18750 1	24500 1			
HOTEL/RESTAURANT MGMT.			24000 1						
HUMAN RESOURCES (incl. LA						33500 1			24000 1
MANAGEMENT INFO SYSTEMS			28250 2	27800 1			25200 1		
MARKETING/MARKETING MANAG		25000 1	23067 3			24500 1			
REAL ESTATE	25200 4								
COMMUNICATIONS			21000 1					16163 1	
JOURNALISM					22000 1				
ELEMENTARY EDUCATION					20741 23 27456/13000				
PRE-ELEMENTARY EDUCATION					19327 3				
PHYSICAL EDUCATION					26300 2				
SPECIAL EDUCATION					24000 1				
FOREIGN LANGUAGES					18000 1		27000 1		
LETTERS (incl. English)									13000 1
VISUAL & PERFORMING ARTS					22334 2				
PSYCHOLOGY					10400 1		17000 1	22500 2	
SOCIOLOGY					13000 1				
SOCIAL SCIENCES-OTHER					22936 6	21000 1	21367 2		
AEROSPACE & AERONAUTICAL						28000 1			
CIVIL ENGINEERING			28715 9				27764 26 31200/26064		

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
COMPUTER ENGINEERING		37300 2		28333 3	30600 1	30000 1			
ELECTRICAL/ELECTRONIC		33750 4		34915 13		28476 1	22126 1		
INDUSTRIAL ENGINEERING	25000 1	34600 1	36600 1	35500 1	33000 1				34750 2
MECHANICAL ENGINEERING		36000 1	25000 1	36173 11		30000 1			
MINING (INCL GEOLOGICAL)							27500 1		
COMPUTER SCIENCE				15184 1	28010 1	22000 1	22386 1		
INFORMATION SCIENCES				29100 1		20000 1			
ALLIED HEALTH								27248 1	
NURSING								30654 6	30201 1
BIOLOGICAL SCIENCES					25921 4			33000 1	10500 1
MATHEMATICS					18987 6				

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			13500 1			30350 4			32420 5
BUSINESS ADMINISTRATION					26300 1		18600 1		
DISTRIBUTION MANAGEMENT									30000 2
ECONOMICS & FINANCE	27000 1						30000 1		31850 4
HOTEL/RESTAURANT MGMT.									26000 1
HUMAN RESOURCES (incl. LA			14000 1						
MANAGEMENT INFO SYSTEMS						30375 8			33600 1
MARKETING/MARKETING MANAG						26850 2	31020 5	22667 3	27800 4
COMMUNICATIONS	18000 1			13500 1			23000 1		25600 3
JOURNALISM			20000 1						
PRE-ELEMENTARY EDUCATION			13820 4	13000 1					
LETTERS (incl. English)				21000 1			23000 1		
POLITICAL SCIENCE/GOVT							34200 1		
PSYCHOLOGY			17430 1						
SOCIOLOGY			14000 1						
SOCIAL SCIENCES-OTHER			18512 1						
AEROSPACE & AERONAUTICAL					31697 7		33000 1		
AGRICULTURAL ENGINEERING						34000 1	34750 2		
CHEMICAL ENGINEERING						40000 3			39779 47 44400/37500
CIVIL ENGINEERING								29993 13	38000 1
COMPUTER ENGINEERING							34800 1		35500 1
ELECTRICAL/ELECTRONIC					34553 9		35632 21 37920/34900	32833 3	35900 5
INDUSTRIAL ENGINEERING					33400 5	36000 1	33394 11		36635 4

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MECHANICAL ENGINEERING					34420 5	39040 5	34633 75 40080/30000	29673 3	37479 15
METALLURGICAL ENGINEERING							34390 4		
ENGINEERING TECHNOLOGY							36000 1		
COMPUTER SCIENCE					30940 1	26700 1	33600 1		
INFORMATION SCIENCES					31500 1		30298 2		
PHARMACY									41500 1
BIOLOGICAL SCIENCES									20200 2
CHEMISTRY									30200 8
MATHEMATICS					-38400 1				

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING		28650 4	29000 4		26820 2	30500 1	27000 1	25365 3	29500 6
BUSINESS ADMINISTRATION							20000 1		
ECONOMICS & FINANCE	31500 2	30500 2	31500 1		25250 2			30160 5	30000 2
HOTEL/RESTAURANT MGMT.									30250 2
HUMAN RESOURCES (incl. LA								20000 2	
MANAGEMENT INFO SYSTEMS	33246 2							33500 1	34000 1
MARKETING/MARKETING MANAG	30266 1	30000 1	24893 6					27000 1	28500 1
COMMUNICATIONS	18000 1		26000 1					23000 1	
POLITICAL SCIENCE/GOVT		28500 1							
PSYCHOLOGY	27500 1		18000 1						
AEROSPACE & AERONAUTICAL		32733 3							
CHEMICAL ENGINEERING	34000 1	36373 6	40457 19	41107 14	36600 1	38400 1	39089 7	40449 17	41250 21 44000/39996
CIVIL ENGINEERING		33800 1			29036 3			37000 1	
COMPUTER ENGINEERING	34171 32 54000/29000	35254 22 37200/34996	33000 1	35500 2					
ELECTRICAL/ELECTRONIC	34836 18	34226 52 39000/30000	35467 3	40000 1			34620 4	38525 4	37780 5
INDUSTRIAL ENGINEERING	33250 2	34910 4	36000 2	35520 3	33500 3		33787 6	35500 1	27000 1
MECHANICAL ENGINEERING	34063 4	34952 30 38500/32580	34550 10	33956 9	30525 18		34406 7	38819 9	38555 11
METALLURGICAL ENGINEERING					33221 14				
MINING (INCL GEOLOGICAL)					37200 1	34390 2			30000 2
NUCLEAR ENGINEERING	35000 1								
ENGINEERING TECHNOLOGY	32496 2				30000 1				
COMPUTER SCIENCE	31601 10	33179 8	36400 4	35500 1					34000 4
INFORMATION SCIENCES			34000 1						

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
CHEMISTRY		32040 1							

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	22050	1									37000	1	24050	4
BUSINESS ADMINISTRATION	24000	1											23800	4
ECONOMICS & FINANCE	25000	1			28750	2							27750	2
HUMAN RESOURCES (incl. LA											30000	1		
MANAGEMENT INFO SYSTEMS													25000	1
MARKETING/MARKETING MANAG			30000	1									25188	8
COMMUNICATIONS	18000	1							25800	1			30000	1
JOURNALISM													20000	1
TELECOMMUNICATIONS/BROADC													13000	1
ELEMENTARY EDUCATION													20000	1
TEXTILES & CLOTHING									17033	2				
VISUAL & PERFORMING ARTS													16640	1
HISTORY													22000	1
PSYCHOLOGY													12000	1
SOCIOLOGY													12000	1
SOCIAL SCIENCES-OTHER													24000	2
AEROSPACE & AERONAUTICAL							36500	1						
CHEMICAL ENGINEERING			41100	1							41441	5	42600	1
CIVIL ENGINEERING							28600	1	30000	1			26125	4
COMPUTER ENGINEERING					34395	2					29750	4	31500	1
ELECTRICAL/ELECTRONIC	36000	2	35910	2	35333	3					36093	3	33688	5
INDUSTRIAL ENGINEERING			39000	1	29856	1					32250	2	30000	4
MECHANICAL ENGINEERING			37033	6	36360	3	39267	3			34733	9	32062	11

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
METALLURGICAL ENGINEERING				29167 3			33000 1
INDUSTRIAL TECHNOLOGY		27500 1					
COMPUTER SCIENCE	24000 2		34200 4				29000 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28837 356 44000/26500	24128 5		23274 27 36000/14200	30864 11	19480 11	26993 20 34000/20000	29038 37 34000/26000	31200 1
BACHELOR - TECHNICAL	33778 9	35100 1	30000 1	37735 3	29667 3	34881 16	30005 56 39500/26000	32157 133 40000/28000	32552 101 44000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26939 41 35500/22000	21222 9	20260 5	24274 53 34000/16350	22750 2	22363 67 34000/18000	22000 1	27750 2	18325 4
BACHELOR - TECHNICAL	33067 6			30805 9		29643 7	36000 1	30000 1	33500 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	21802 9	25000 1	23670 10	26150 4	21001 44 32000/13000	25833 6	22194 8	23777 6	19667 3
BACHELOR - TECHNICAL	25000 1	35025 8	29094 11	33886 30 41880/29100	23786 13	26413 6	27375 29 31200/25000	30521 8	27550 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	22500 2		15272 10	15833 3	26300 1	29864 14	28390 10	22667 3	29855 20 36000/24000
BACHELOR - TECHNICAL					33545 29 38400/30600	37445 11	34606 119 40080/30000	30391 19	37558 84 45000/32000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	29323 7	29263 8	26220 13		26035 4	30500 1	23500 2	26954 13	30000 12
BACHELOR - TECHNICAL	33904 70 54000/28800	34577 127 40000/31000	37629 40 42000/33600	37805 30 42500/33000	31853 41 37200/28000	35727 3	35653 24 41040/31200	39488 32 42780/35600	38688 44 44000/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22263 4	30000 1	28750 2		19955 3	33500 2	
BACHELOR - TECHNICAL	30000 4	36511 11	34656 13	33800 8	30000 1	35286 23 44000/29000	

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	35500 13			38000 1	70000 1			40000 1	
MBA--TECH	35000 1			41000 1				31000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									60000 1
MBA--TECH		30000 1							

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH		35000 2				32000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH							48000 1		34500 2
MBA--TECH							44256 2		

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	43750 2	35000 1	45000 3	44000 1				36000 1	
MBA--TECH		38000 1							

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		38333 3					40000 1
MBA--TECH						39000 1	

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28678 323 44000/26000	27918 70 36000/23920	20000 1	29750 2					27000 2
BUSINESS ADMINISTRATION	28000 1	26300 1	18348 2	20200 1			20000 1		25200 1
DISTRIBUTION MANAGEMENT							24000 1		
ECONOMICS & FINANCE	29077 15	29000 16	16675 4	25000 5	31875 4	32167 3	14500 1	30000 2	29218 22 32500/27500
HOTEL/RESTAURANT MGMT.							16600 1		26000 1
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARKETING MANAG			36000 1	24000 1	35000 1			20000 1	25100 2
REAL ESTATE						36500 1	16800 1		32000 1
COMMUNICATIONS		18000 1							
JOURNALISM		16000 1							
HUMANITIES - OTHER			20000 1						
POLITICAL SCIENCE/GOVT									34200 1
PSYCHOLOGY		23600 1							
ELECTRICAL/ELECTRONIC				34960 3					
INDUSTRIAL ENGINEERING									33900 1
COMPUTER SCIENCE			28700 1						

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		17000 2							
BUSINESS ADMINISTRATION	18500 2	22717 6	26388 2						
ECONOMICS & FINANCE	25898 5	26000 1	24564 2						
MARKETING/MARKETING MANAG		25376 3						30000 1	
REAL ESTATE	22000 1								
COMMUNICATIONS					23000 1	23000 1			18500 1
JOURNALISM					15000 1	17453 3			
TELECOMMUNICATIONS/BROADC						20000 1			
LETTERS (incl. English)					21000 1				
VISUAL & PERFORMING ARTS				16640 2					
HUMANITIES - OTHER	24000 1								
HISTORY			16000 1						
POLITICAL SCIENCE/GOVT			26000 1						
SOCIOLOGY		16350 1							
AEROSPACE & AERONAUTICAL				33000 1					
INDUSTRIAL ENGINEERING								32000 1	
MECHANICAL ENGINEERING			32500 1	34667 6			38400 1		

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			37000 1						24833 3
BUSINESS ADMINISTRATION	21000 1		26000 1				19395 8		
DISTRIBUTION MANAGEMENT			30000 1	28400 5					
ECONOMICS & FINANCE				19000 1			21800 4		24500 1
HOTEL/RESTAURANT MGMT.				30250 2			16000 1		
HUMAN RESOURCES (incl. LA							30000 1		
MARKETING/MARKETING MANAG		27575 4	26714 7	21000 1	21667 3		24773 43 33000/18000		
REAL ESTATE							30000 1		
ADVERTISING	38000 1						34000 1		
COMMUNICATIONS		30000 1	20000 1				24102 11		
JOURNALISM							20000 1		
LETTERS (incl. English)	19000 1				14000 1		23000 1		
HISTORY			15000 1				14000 1		
POLITICAL SCIENCE/GOVT							28500 1		
PSYCHOLOGY							19500 2		
SOCIOLOGY							12000 1		
SOCIAL SCIENCES-OTHER							28000 1	20000 1	
CHEMICAL ENGINEERING		42000 1					38093 3		
ELECTRICAL/ELECTRONIC							33400 8		
INDUSTRIAL ENGINEERING				36000 1			25000 1		
MECHANICAL ENGINEERING		34200 1					32906 10		
ACTUARIAL			28000 1						
BIOLOGICAL SCIENCES							20000 1		

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
CHEMISTRY							28200 2		

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION					18700 1				17000 1
HUMAN RESOURCES (incl. LA			33500 1						
MARKETING/MARKETING MANAG			24500 1						
JOURNALISM					20000 1				
TEXTILES & CLOTHING							17033 2		
FOREIGN LANGUAGES		27000 1							
CRIMINAL JUSTICE			25500 1						
SOCIAL SCIENCES-OTHER		21367 2	21000 1						
AEROSPACE & AERONAUTICAL							30460 3		33293 3
CHEMICAL ENGINEERING							38520 2	39115 4	39146 13
CIVIL ENGINEERING					27000 1		29136 73 42000/27000	33125 4	33800 1
COMPUTER ENGINEERING		28000 1		36600 2			30000 1		
ELECTRICAL/ELECTRONIC							32250 22 37200/28000		34936 28 41500/29000
INDUSTRIAL ENGINEERING							35100 1	32004 1	34533 28 50004/30000
MECHANICAL ENGINEERING							33736 46 42300/28000	28000 1	35242 99 42300/30000
METALLURGICAL ENGINEERING									32891 11
MINING (INCL GEOLOGICAL)							32093 3	31933 6	37200 1
ENGINEERING TECHNOLOGY									34992 1
INDUSTRIAL TECHNOLOGY									27500 1
COMPUTER SCIENCE							30940 1		34600 1
INFORMATION SCIENCES			20000 1						
CHEMISTRY								32040 1	
MATHEMATICS			30000 1						

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS					28500 1				
AEROSPACE & AERONAUTICAL		31000 1				33000 2	36500 1	29850 2	31000 2
AGRICULTURAL ENGINEERING									33500 1
CHEMICAL ENGINEERING	34000 1		35900 1		41071 23 44000/40000		40172 90 44400/37920	39625 4	40479 13
CIVIL ENGINEERING								34333 3	28877 27 37000/26000
COMPUTER ENGINEERING	33014 7		33706 30 54000/27000	35417 12	35600 1		35500 1	32000 1	34739 11
ELECTRICAL/ELECTRONIC	31796 9	34167 31 39000/30000	34399 5	36098 33 39000/34200	31900 4	34548 7	37450 2	34929 17	35181 43 50000/31000
INDUSTRIAL ENGINEERING	32900 4		35000 2			37000 2		36833 3	33369 15
MECHANICAL ENGINEERING	33720 1	36017 12		32820 5	34808 7	37167 3	36500 3	35568 31 42900/30420	33958 53 42300/30000
METALLURGICAL ENGINEERING			33960 1		36500 1	28750 2	36600 1		31200 4
NUCLEAR ENGINEERING						35000 1			
ENGINEERING TECHNOLOGY		30000 1	24000 1	30000 2				44000 1	36000 1
COMPUTER SCIENCE	32670 8		34208 12		24000 2				30867 12
BIOLOGICAL SCIENCES					24000 1				
CHEMISTRY					31500 3	25200 1			
MATHEMATICS					38400 1				
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION									23500 2
COMMUNICATIONS									16163 1
TELECOMMUNICATIONS/BROADC									13000 1
PSYCHOLOGY	32000 1						13000 1		10000 1
ALLIED HEALTH			27248 1						
NURSING				30589 7					
PHARMACY						41500 1			
BIOLOGICAL SCIENCES							10500 1		31113 2

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING						28075 4			
BUSINESS ADMINISTRATION					28833 3	24000 1			
DISTRIBUTION MANAGEMENT							30000 1		
ECONOMICS & FINANCE			18750 1		28250 2	29000 3			
HUMAN RESOURCES (incl. LA	14000 1								
MANAGEMENT INFO SYSTEMS					26857 7	30211 29 34000/27800	28110 6		
MARKETING/MARKETING MANAG						27500 1			
COMMUNICATIONS			13500 1						
JOURNALISM	20000 1								
ELEMENTARY EDUCATION						20000 1			
PRE-ELEMENTARY EDUCATION				19000 1					
LETTERS (incl. English)		13000 1							
PSYCHOLOGY		14500 2		17430 1					
SOCIOLOGY	14000 1								
SOCIAL SCIENCES-OTHER				18512 1					
AEROSPACE & AERONAUTICAL						32000 1			
AGRICULTURAL ENGINEERING									35000 2
COMPUTER ENGINEERING					29685 17	34425 8	33553 12		
ELECTRICAL/ELECTRONIC					32850 6	32333 3	33500 2		
INDUSTRIAL ENGINEERING						31208 12			29000 1
COMPUTER SCIENCE					29152 31 39000/26000	31352 21 39000/30500	31357 10		
INFORMATION SCIENCES					30332 2	28927 11	33248 2		
SYSTEMS ANALYSIS						31000 1			

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACTUARIAL								35900 2	

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29560 5		23000 1					
BUSINESS ADMINISTRATION		28667 3	26400 3	21135 26 27500/18000					
ECONOMICS & FINANCE		29425 20 33500/26000		24190 9					
HOTEL/RESTAURANT MGMT.				21350 8					
HUMAN RESOURCES (incl. LA			21333 3						
MANAGEMENT INFO SYSTEMS		31717 6							
MARKETING/MARKETING MANAG		26000 1		24067 15					
REAL ESTATE		34000 3		30000 1					
COMMUNICATIONS				21960 10					
JOURNALISM									22000 1
ELEMENTARY EDUCATION						22000 2			20621 21 27456/13000
PRE-ELEMENTARY EDUCATION									15323 7
PHYSICAL EDUCATION									26300 2
SPECIAL EDUCATION									24000 1
FOREIGN LANGUAGES									18000 1
LETTERS (incl. English)				20750 2					
VISUAL & PERFORMING ARTS									22334 2
HUMANITIES - OTHER				23800 1					
HISTORY				19000 2		16000 1			
PSYCHOLOGY			18000 1	18000 1					10400 1
SOCIOLOGY									13000 1
SOCIAL SCIENCES-OTHER									22936 6
BIOENGINEERING & BIOMEDIC		35000 1							

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESOURCE	MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC		TEACHING	
CHEMICAL ENGINEERING		32000	1		40500	1							
CIVIL ENGINEERING		28901	3		32400	1							
COMPUTER ENGINEERING		30993	3										
ELECTRICAL/ELECTRONIC		32381	5		36000	1							
INDUSTRIAL ENGINEERING		32791	18		35100	1							
MECHANICAL ENGINEERING		32330	4		36000	1							
METALLURGICAL ENGINEERING					36000	2							
COMPUTER SCIENCE		32581	15										
ACTUARIAL		38000	1										
BIOLOGICAL SCIENCES										16400	1	24820	3
CHEMISTRY										32750	2		
MATHEMATICS		31833	3									18987	6

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28694 339 44000/26000	27804 91 36000/23600	19933 9	25411 9	32500 5	33250 4	18380 5	26667 3	28813 30 34200/25200
BACHELOR - TECHNICAL			28700 1	34960 3					33900 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23610 9	22214 13	23984 6	16640 2	19667 3	19072 5		30000 1	18500 1
BACHELOR - TECHNICAL			32500 1	34429 7			38400 1	32000 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	26000 3	28060 5	26250 12	26944 9	19750 4		23682 78 34000/15600	20000 1	24750 4
BACHELOR - TECHNICAL		38100 2	28000 1	36000 1			32478 25 41000/28200		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		23244 3	26125 4		19350 2		17033 2		17000 1
BACHELOR - TECHNICAL		28000 1	25000 2	36600 2	27000 1		31244 152 42300/27252	33683 17	35148 187 50004/29856

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL					28500 1				
BACHELOR - TECHNICAL	32598 30 42500/28000	34497 45 39000/30000	33799 52 54000/29400	35391 52 39000/32500	37044 43 44000/30000	33946 18	39883 98 44400/36336	35550 62 45000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	32000 1						13000 1		
BACHELOR - TECHNICAL			27248 1	30589 7		41500 1	10500 1		

AVERAGE SALARY OFFERS MARCH 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	16000 3	14000 3	16125 2	18314 3	27583 12	29408 39 35000/26500	28380 7		
BACHELOR - TECHNICAL					29752 56 39000/26000	31342 57 39000/28100	32681 26 39500/29000	35900 2	33000 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		30016 38 35000/26000	23029 7	22275 76 30000/18000		20000 3			20060 43 32000/12940
BACHELOR - TECHNICAL		32414 54 40000/30000		36000 7				27300 3	20931 9

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Scl. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Knox College
Lawrence University
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar College
University of Toledo
Tri-State University
Washington University - Business
Washington University - Engineering
Wayne State University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (March 10, 1993 through April 8, 1993) and cumulatively (September 1, 1992, and April 8, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 3 APRIL 1993

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	307	362	$29121	$29042	$32000	$29000	$27500	721	1496	$28737	$28037	$32000	$29000	$26500
BUSINESS ADMINISTRATION	27	70	26493	25999	32500	26000	23000	94	345	23488	24569	29000	23638	18000
DISTRIBUTION MANAGEMENT	6	6	30500	30500	*	*	*	14	16	29214	28588	*	*	*
ECONOMICS & FINANCE	63	92	28315	28218	32000	29000	24000	184	347	27830	27070	32400	29000	22300
HOTEL/RESTAURANT MGMT.	+	1	+	26000				13	19	22300	22029	*	*	*
HUMAN RESOURCES (incl. LA	+	1	+	26000				6	18	23583	26044	*	*	*
MANAGEMENT INFO SYSTEMS	13	38	30015	30178	*	*	*	63	140	29679	29515	33500	29925	27000
MARKETING/MARKETING MANAG	59	87	26410	25478	30000	26000	22600	145	361	25635	24657	30000	26000	19800
REAL ESTATE	+	+	+	+				9	12	29922	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	21600				2	18	36000	23633	*	*	*
COMMUNICATIONS	1	8	25992	19749	*	*	*	30	76	22429	21731	26000	23000	18000
JOURNALISM	2	3	26000	28000	*	*	*	11	22	19760	19203	*	*	*
TELECOMMUNICATIONS/BROADC	3	4	26300	22600	*	*	*	5	11	22380	23127	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	14	+	20610				24	143	20710	20451	26200	21203	13000
PRE-ELEMENTARY EDUCATION	+	+	+	+				8	14	15783	16200	*	*	*
PHYSICAL EDUCATION	+	1	+	20800				2	13	26300	21823	*	*	*
SPECIAL EDUCATION	+	+	+	+				1	22	24000	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	8	9	22375	23222	*	*	*	10	14	21307	22398	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	18000				2	5	22500	22093	*	*	*
LETTERS (incl. English)	+	6	+	26017				7	40	18786	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				4	22	19487	20429	*	*	*
HUMANITIES - OTHER	+	2	+	28000				3	12	22600	23050	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19500				1	13	25500	22323	*	*	*
HISTORY	+	4	+	27375				6	25	16500	22980	*	*	*
POLITICAL SCIENCE/GOVT	+	1	+	17750				3	29	29567	22513	*	*	*
PSYCHOLOGY	2	4	26000	24125	*	*	*	14	45	18745	20857	*	*	*
SOCIOLOGY	1	2	22500	19750	*	*	*	5	17	15570	19140	*	*	*
SOCIAL SCIENCES-OTHER	14	15	27214	27400	*	*	*	26	54	24956	23745	28500	23902	20000
ENGINEERING														
AEROSPACE & AERONAUTICAL	8	18	32555	31495	*	*	*	24	39	32162	31738	35220	31708	30000
AGRICULTURAL ENGINEERING	1	1	39000	39000	*	*	*	4	7	35625	33014	*	*	*
ARCHITECTURAL ENGINEERING	+	8	+	26050				+	14	+	27171			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	3	35000	26333	*	*	*
CHEMICAL ENGINEERING	38	90	40352	39897	42660	40800	37992	195	333	40099	39821	42600	41000	36000
CIVIL ENGINEERING	22	37	30471	29582	33000	30000	27600	135	226	29573	29417	32400	29500	26064
COMPUTER ENGINEERING	19	37	36421	36358	*	*	*	126	188	33741	34043	38000	34998	28500
ELECTRICAL/ELECTRONIC	58	113	34999	34703	38000	36000	31000	287	504	34523	34184	38000	35280	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	29	42	$31627	$32055	$35500	$32400	$27000	121	189	$33005	32903	$36240	$33000	$29844
MECHANICAL ENGINEERING	63	139	35154	35115	38400	35400	31512	348	620	34736	34651	39000	35400	30000
METALLURGICAL ENGINEERING	4	8	37053	34751	*	*	*	26	44	33514	34255	36500	34500	28500
MINING (INCL GEOLOGICAL)	2	4	35400	34800	*	*	*	12	17	32990	32616	*	*	*
NUCLEAR ENGINEERING	3	3	35940	35940	*	*	*	4	6	35705	34887	*	*	*
PETROLEUM ENGINEERING	+	8	+	40738				+	22	+	39732			
TEXTILE ENGINEERING	+	2	+	37900				+	2	+	37900			
ENGINEERING TECHNOLOGY	14	21	34241	31827	*	*	*	21	47	33732	31153	36000	34500	30000
INDUSTRIAL TECHNOLOGY	+	+	+	+				1	2	27500	27750	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				+	12	+	23983			
ANIMAL SCIENCES	+	2	+	17200				+	15	+	20706			
PLANT SCIENCES	+	+	+	+				+	2	+	25000			
NATURAL RESOURCES	+	1	+	24000				+	5	+	21600			
OTHER AGRICULTURAL SCIENC	+	2	+	33250				+	16	+	25663			
COMPUTER SCIENCE														
COMPUTER SCIENCE	41	70	32696	32270	36000	33000	28000	155	299	31545	31388	36000	31720	26000
COMPUTER PROGRAMMING	+	+	+	+				+	14	+	28511			
INFORMATION SCIENCES	2	12	29000	27167	*	*	*	18	66	29076	28668	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				1	1	31000	31000	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				1	10	27248	30219	*	*	*
HEALTH SCIENCES	1	2	27000	36000	*	*	*	1	11	27000	22088	*	*	*
NURSING	5	6	23174	24812	*	*	*	12	21	27500	29840	*	*	*
PHARMACY	+	7	+	46829				1	41	41500	44126	*	*	*
SCIENCES														
ACTUARIAL	+	+	+	+				4	4	34450	34450	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	20600				+	11	+	21804			
BIOLOGICAL SCIENCES	+	6	+	20415				9	24	23065	22341	*	*	*
CHEMISTRY	2	3	28540	30027	*	*	*	11	26	30065	30114	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	1	5	29000	26600	*	*	*	12	42	25568	24925	*	*	*
PHYSICS	+	2	+	29500				1	5	25000	25096	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	5	19242	21448	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	819	1386						2945	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	289	334	$29130	$29014	$32000	$29000	$27500	628	1222	$28895	$28443	$31800	$29000	$27000
ACCOUNTING (PRIVATE)	31	42	28850	28294	32500	29000	26000	122	288	28069	26408	33000	28500	23920
COMMERCIAL BANKING (CONSU	4	21	28124	25809	*	*	*	14	53	22899	23449	*	*	*
COMMERCIAL BANKING (LENDI	17	21	25894	25771	*	*	*	29	44	26682	25540	33000	26500	22000
INVESTMENT BANKING (CORP	1	6	28000	31667	*	*	*	6	15	31750	31433	*	*	*
INVESTMENT BANKING (MERG	+	1	+	18000				4	6	33250	31000	*	*	*
INVESTMENT BANKING (REAL	+	+	+	+				5	6	18380	20150	*	*	*
INVESTMENT BANKING (SALE	+	2	+	40000				3	9	26667	28444	*	*	*
FINANCIAL/TREASURY ANALYS	8	22	30945	30880	*	*	*	39	115	29381	28278	32400	30000	25200
PORTFOLIO MANAGEMENT / BR	1	2	29000	26500	*	*	*	10	17	24149	24252	*	*	*
UNDERWRITING	8	10	24778	25672	*	*	*	21	33	23191	23900	26000	24128	17000
INSURANCE - CLAIMS	+	2	+	25917				7	22	25200	23332	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	5	35667	29600	*	*	*	12	23	31773	25534	*	*	*
MEDIA PLANNING	+	1	+	32000				3	10	19667	20680	*	*	*
REPORTING	+	1	+	18000				5	10	19072	17684	*	*	*
COMMUNICATIONS-PRODUCTION	+	1	+	26500				1	11	38400	23855	*	*	*
PUBLIC RELATIONS	+	3	+	23667				2	19	31000	21593	*	*	*
WRITING / EDITING	+	4	+	23625				1	8	18500	22138	*	*	*
MARKETING														
ADVERTISING	+	1	+	14500				3	16	26000	22628	*	*	*
BRAND/PRODUCT MANAGEMENT	2	4	34000	33250	*	*	*	9	42	31611	26195	*	*	*
BUYER/MERCHANDISING	50	52	24890	24760	29000	24000	21000	63	97	25198	24859	29000	25000	21000
DISTRIBUTION	5	5	29400	29400	*	*	*	15	21	28367	28619	*	*	*
MARKET RESEARCH	+	1	+	25000				4	27	19750	23774	*	*	*
PURCHASING	+	1	+	28000				+	4	+	23350			
SALES	50	76	28773	28165	35000	28000	25000	153	344	26783	25668	33500	27500	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				1	12	20000	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	+	+	+				4	31	24750	23893	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	3	+	21009			
LAW ENFORCEMENT	+	+	+	+				4	14	24433	23268	*	*	*
MILITARY	+	+	+	+				6	16	25750	25979	*	*	*
NATIONAL SECURITY	+	+	+	+				2	3	36600	31400	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				3	8	21900	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	2	+	37000			
DESIGN / CONSTRUCT	26	67	32437	31681	37200	31380	27600	180	304	31258	31015	36700	30156	27200
ENVIRONMENTAL/SANITATION	4	11	34200	33572	*	*	*	21	54	33781	31711	38400	33600	29500
MANUFACTURING/INDUSTRIAL	44	71	35859	35690	40000	35400	32800	232	328	35205	34953	40000	35380	30000
SYSTEMS / PROGRAMMING	5	24	35452	33481	*	*	*	35	73	33006	32711	37700	33720	29000
POWER SYSTEMS	7	12	34651	33390	*	*	*	52	71	34518	34380	36800	35260	31000
SOFTWARE DESIGN & DEVELOP	19	28	35027	35283	*	*	*	71	116	34128	33436	37000	35000	30000
HARDWARE DESIGN & DEVELOP	13	30	36864	36155	*	*	*	65	92	35685	35666	38400	36000	32500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	22	$37616	$36258	*	*	*	51	81	$36955	$35783	$42000	$39000	$30000
TESTING	4	6	35304	33769	*	*	*	22	40	34193	32421	37920	35000	30000
PROCESS ENGINEERING	22	66	40020	39667	$42300	$40900	$37992	120	228	39908	39436	42600	40900	36336
PROJECT ENGINEERING	12	31	34415	34783	*	*	*	74	206	35366	35259	40000	36000	30000
OTHER ENGINEERING	70	122	34826	34946	39000	35610	30000	254	520	33897	33992	39000	34800	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				1	10	32000	25362	*	*	*
INDUSTRIAL HYGIENE	1	1	29000	29000	*	*	*	1	2	29000	25035	*	*	*
MEDICAL TECHNOLOGY	2	2	31000	31000	*	*	*	3	6	29749	30025	*	*	*
NURSES / PERSONAL CARE	5	6	23174	24812	*	*	*	12	25	27500	29473	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	4	+	33260			
PHARMACIST	+	7	+	46829				1	41	41500	44126	*	*	*
PHYSICAL THERAPY	+	1	+	45000				2	4	11750	24875	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	1	+	16300				7	24	21198	20856	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	15875				3	18	16000	19547	*	*	*
COUNSELING	1	1	31000	31000	*	*	*	4	19	18250	21105	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				2	5	16125	15550	*	*	*
SOCIAL WORK	+	1	+	15000				3	17	18314	20203	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	23	52	29918	30503	34200	30800	26000	91	210	29508	29486	34200	29500	25000
INFORMATION SYSTEMS	18	30	31250	31206	*	*	*	114	168	30666	30154	34500	31000	27100
SYSTEMS ANALYSIS & DESIGN	10	18	34550	33713	*	*	*	43	97	32415	32326	35500	33000	27560
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	17000				2	6	35900	25470	*	*	*
AGRICULTUR/NATURAL RESOU	+	3	+	18288				3	29	33000	21470	*	*	*
ARCHITECTURE	+	2	+	17150				+	8	+	21360			
CONSULTING	38	63	31434	31014	35000	31000	28992	130	244	31427	31735	35000	31040	28000
HUMAN RESOURCES	1	3	25000	21000	*	*	*	8	26	23275	23473	*	*	*
MANAGEMENT TRAINEE	17	58	25800	24412	*	*	*	100	341	23835	23631	30000	23000	18600
MATH/STATISTICIANS	+	+	+	+				+	5	+	28000			
PARALEGAL	+	3	+	19667				3	9	20000	19956	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	24000				+	4	+	30250			
RESEARCH - TECHNICAL	1	2	29000	26000	*	*	*	4	14	27725	29493	*	*	*
TEACHING	+	19	+	21609				52	268	20211	20549	26200	21000	12940
TOTALS	819	1386						2945	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 3 APRIL 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	1	+	$32000				8	44	$33875	$30409	*	*	*
MBA--NON-TECH	6	34	$43333	37425	*	*	*	41	174	40024	35983	$48000	$38000	$32000
MBA--TECH	2	8	76500	48713	*	*	*	10	21	45551	42280	*	*	*
MS-BUSINESS	1	1	44000	44000	*	*	*	2	6	39500	32917	*	*	*
ECONOMICS & FINANCE (BANK	7	7	40600	40600	*	*	*	8	10	40025	36820	*	*	*
HUMAN RESOURCES (INCL LAB	+	5	+	33280				1	13	40000	31031	*	*	*
MANAGEMENT INFORMATION SY	3	4	43867	41900	*	*	*	3	12	43867	37200	*	*	*
MARKETING/MKTNG MGT (RESE	3	3	51667	51667	*	*	*	4	5	44249	40799	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				1	2	30000	25900	*	*	*
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	34000				1	15	26000	27662	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				1	23	34000	27601	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				1	5	28000	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				2	5	31000	29142	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	1	+	28500				+	8	+	33413			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	4	5	42336	45869	*	*	*	7	8	40192	42668	*	*	*
AGRICULTURAL	+	+	+	+				2	2	45000	45000	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	1	40000	40000	*	*	*
CHEMICAL	2	2	41790	41790	*	*	*	11	17	42316	41336	*	*	*
CIVIL	4	5	40175	40668	*	*	*	30	38	34854	34688	44400	33900	28500
COMPUTER	2	3	43100	36167	*	*	*	10	20	38976	38902	*	*	*
ELECTRICAL/ELECTRONIC	21	27	41526	41800	$44500	$42000	$36000	101	137	40571	40654	44000	41400	36000
INDUSTRIAL	2	2	54252	54252	*	*	*	16	28	41613	40461	*	*	*
MECHANICAL	29	33	41669	41008	44700	42000	37920	93	102	40806	40659	45000	41500	36504
METALLURGICAL	+	+	+	+				1	2	36000	38000	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	1	1	$47000	$47000	*	*	*	2	2	$41500	$41500	*	*	*
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	22800				+	5	+	28773			
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	27500				+	2	+	27500			
CHEMISTRY	6	6	36990	36990	*	*	*	11	13	36548	35310	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	9	34928	36017	*	*	*	26	50	38918	37778	$50000	$39500	$30500
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	+	+	+				8	8	35049	35049	*	*	*
PHYSICS	+	+	+	+				1	2	44000	42000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	100	161						403	793					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	17	24	$57570	$53057	*	*	*	40	82	$55632	$46051	$70000	$55000	$48000
MBA--TECH	5	9	53600	53000	*	*	*	10	16	53760	50131	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	31	52	59661	54802	$75000	$55000	$52500	59	106	58034	52277	75000	55000	45000
MBA--TECH	32	38	59633	58333	75000	55625	52500	45	65	59177	56070	72000	55020	52500
OVER 4 YEARS														
MBA--NON-TECH	22	25	56182	55692	75000	55000	45000	35	123	55977	50754	75000	55000	45000
MBA--TECH	16	17	62950	62482	*	*	*	21	39	61486	58540	75000	59000	52500
TOTALS	123	165						210	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	4	4	$54755	$54755	*	*	*	5	5	$51604	$51604	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	20000				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	4	4	55250	55250	*	*	*	15	31	54756	54347	*	*	*
CIVIL	1	1	61500	61500	*	*	*	1	2	61500	48750	*	*	*
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	13	16	56999	54807	*	*	*	16	24	57343	54767	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	5	7	49199	50343	*	*	*	16	21	49753	50773	*	*	*
METALLURGICAL	1	1	57800	57800	*	*	*	7	8	51897	52910	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	25000				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	7	7	54629	54629	*	*	*	17	21	52865	53605	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	1	2	63600	51949	*	*	*	2	7	57750	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	37	44						79	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28894 601 44000/27000			27500 9	33000 1	27000 1	29250 2	29500 4	31200 1
BUSINESS ADMINISTRATION	30625 4			19599 4		21000 1		29200 6	
DISTRIBUTION MANAGEMENT					24000 1		29750 2		
ECONOMICS & FINANCE	29589 28 35500/29000		29000 1	24903 31 32000/21500	30143 7		28000 1	29334 26 35000/27000	
MANAGEMENT INFO SYSTEMS	31900 5			28350 2		29925 1	27306 9	30033 9	
MARKETING/MARKETING MANAG				25340 5	35000 1	16500 2	24683 6	26750 2	
REAL ESTATE	35000 1				36500 1			33500 2	
ADVERTISING		38000 1							
COMMUNICATIONS		30000 1				21500 2			
JOURNALISM		18000 2				16840 4			
TELECOMMUNICATIONS/BROADC						20000 1		29900 1	
LETTERS (incl. English)				14000 1					
VISUAL & PERFORMING ARTS		16640 1							
HUMANITIES - OTHER				20000 1					
PSYCHOLOGY								23600 1	
SOCIAL SCIENCES-OTHER				29000 2					
AEROSPACE & AERONAUTICAL					33000 1			31250 4	30940 2
BIOENGINEERING & BIOMEDIC								35000 1	
CHEMICAL ENGINEERING							35900 1	35343 7	39956 9
CIVIL ENGINEERING			30000 1					29280 29 31320/27600	30926 32 42000/28476
COMPUTER ENGINEERING				33000 1	29667 3	36000 3	32314 13	32089 15	21600 1
ELECTRICAL/ELECTRONIC	32333 3	35100 1		34500 1		37029 7	33398 5	33395 26 39500/30000	32501 32 42000/28000
INDUSTRIAL ENGINEERING	32000 1			50004 1				32332 33 40000/30000	34081 5

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MECHANICAL ENGINEERING						38592 1	35500 1	32378 19	32920 23 38500/28000
MINING (INCL GEOLOGICAL)								33800 2	32000 2
ENGINEERING TECHNOLOGY	36000 1					33000 2	30664 3		44000 1
COMPUTER SCIENCE	34167 6			30869 6		33838 8	29252 33 39000/25000	32974 36 49000/30000	27640 2
INFORMATION SCIENCES							28500 7		
SYSTEMS ANALYSIS							31000 1		
ACTUARIAL								38000 1	
BIOLOGICAL SCIENCES									20000 1
CHEMISTRY								28080 1	
MATHEMATICS								31125 4	
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	30500 8	20000 1		25345 13		23750 4			17300 1
BUSINESS ADMINISTRATION	21050 4	23250 2		23573 12		21880 37 27500/18000			
DISTRIBUTION MANAGEMENT						31167 3			
ECONOMICS & FINANCE	27872 22 35500/23000			23362 11	29500 1	23250 6			
HOTEL/RESTAURANT MGMT.	16600 1	21333 3	20700 4			16000 1			
MANAGEMENT INFO SYSTEMS	27167 3			29355 11		34000 1			
MARKETING/MARKETING MANAG	22750 4		19200 1	24125 9		24878 49 32000/21000	22000 1		18000 1
REAL ESTATE								30000 1	
ADVERTISING				34000 1					
COMMUNICATIONS		22000 1	18500 1			22413 10			
JOURNALISM						26000 2			
TELECOMMUNICATIONS/BROADC						24500 2			
TEXTILES & CLOTHING						22375 8			
LETTERS (incl. English)		22500 1							19000 2
HUMANITIES - OTHER	24000 1					23800 1			
CRIMINAL JUSTICE								25500 1	
HISTORY		16000 1		15000 2	16000 1	15000 1			
POLITICAL SCIENCE/GOVT				26000 1					
PSYCHOLOGY				10750 2		19500 2			
SOCIOLOGY				16350 1		22500 1			
SOCIAL SCIENCES-OTHER						23500 3			
COMPUTER ENGINEERING				29000 1		27000 1			
ELECTRICAL/ELECTRONIC	36400 1						36000 1		

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INDUSTRIAL ENGINEERING	33000 1					28500 1			33500 1
MECHANICAL ENGINEERING				32500 1		35000 1			
COMPUTER SCIENCE	31000 3		32000 1	29547 6		27500 2			
INFORMATION SCIENCES	24000 1			30663 1		30000 2			
ACTUARIAL	36000 1			35800 1		28000 1			
MATHEMATICS								30000 1	

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	29117 5		29000 1	27800 1	24000 2	25750 2	23460 2	24500 1	
BUSINESS ADMINISTRATION	17500 2		18000 1	24000 1			18700 1	28500 2	22000 1
DISTRIBUTION MANAGEMENT				25000 2					
ECONOMICS & FINANCE	15650 2		19000 1		18750 1	24500 1			30000 1
HOTEL/RESTAURANT MGMT.			24000 1						
HUMAN RESOURCES (incl. LA						33500 1			24000 1
MANAGEMENT INFO SYSTEMS			28833 3	27800 1			25200 1		31700 1
MARKETING/MARKETING MANAG		25000 1	23067 3			24500 1			26000 1
REAL ESTATE	25200 4								
COMMUNICATIONS			21000 1					16163 1	
JOURNALISM					22000 1				
ELEMENTARY EDUCATION					20741 23 27456/13000				
PRE-ELEMENTARY EDUCATION					19327 -3				
PHYSICAL EDUCATION					26300 2				
SPECIAL EDUCATION					24000 1				
FOREIGN LANGUAGES					18000 1		27000 1		
LETTERS (incl. English)									13000 1
VISUAL & PERFORMING ARTS					22334 2				
PSYCHOLOGY					10400 1		17000 1	22500 2	
SOCIOLOGY					13000 1				
SOCIAL SCIENCES-OTHER					22936 6	21000 1	21367 2		27500 1
AEROSPACE & AERONAUTICAL						28000 1			
CIVIL ENGINEERING			28604 10				27809 27 31200/26064		

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
COMPUTER ENGINEERING		37300 2		28333 3	30600 1	30000 1			
ELECTRICAL/ELECTRONIC		33750 4		34711 17		28476 1	22126 1		
INDUSTRIAL ENGINEERING	25000 1	34600 1	33300 2	35500 1	33000 1			27000 2	34750 2
MECHANICAL ENGINEERING		36000 1	30650 2	36258 12		30000 1			
MINING (INCL GEOLOGICAL)							27500 1		
NUCLEAR ENGINEERING				35700 1					
COMPUTER SCIENCE		36000 1	28000 1	15184 1	28010 1	22000 1	22386 1		31700 1
INFORMATION SCIENCES				29100 1		20000 1			
ALLIED HEALTH								27248 1	
HEALTH SCIENCES								27000 1	
NURSING								27254 11	30201 1
BIOLOGICAL SCIENCES					25921 4			33000 1	10500 1
MATHEMATICS					18987 6				

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			13500 1			30350 4	27500 1		32517 6
BUSINESS ADMINISTRATION					26300 1		25550 2		30000 3
DISTRIBUTION MANAGEMENT									29250 4
ECONOMICS & FINANCE	27000 1						31300 2		31817 6
HOTEL/RESTAURANT MGMT.									26000 1
HUMAN RESOURCES (incl. LA			14000 1						
MANAGEMENT INFO SYSTEMS						30375 8			33600 1
MARKETING/MARKETING MANAG						26850 2	30517 6	22667 3	30171 7
COMMUNICATIONS	18000 1			13500 1			23000 1		25600 3
JOURNALISM			20000 1						
PRE-ELEMENTARY EDUCATION			13820 4	13000 1					
LETTERS (incl. English)				21000 1			23000 1		
POLITICAL SCIENCE/GOVT							34200 1		
PSYCHOLOGY			17430 1						
SOCIOLOGY			14000 1						
SOCIAL SCIENCES-OTHER			18512 1						33000 1
AEROSPACE & AERONAUTICAL					31700 8		33500 2		
AGRICULTURAL ENGINEERING						34000 1	34750 2		
CHEMICAL ENGINEERING						40374 4	43200 3		40103 68 44400/38700
CIVIL ENGINEERING					32000 1			29435 16	38200 2
COMPUTER ENGINEERING							34350 2		35500 1
ELECTRICAL/ELECTRONIC					34553 9		35414 30 37920/32800	32833 3	36648 8
INDUSTRIAL ENGINEERING					33633 6	36000 1	33338 14	24000 2	36223 6

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MECHANICAL ENGINEERING					34683 6	39040 5	34911 103 42300/31000	29673 3	37462 16
METALLURGICAL ENGINEERING							34390 4		
MINING (INCL GEOLOGICAL)								36000 1	
NUCLEAR ENGINEERING							36000 1		
ENGINEERING TECHNOLOGY							36000 1		34500 1
COMPUTER SCIENCE					33470 2	26700 1	33900 2		35500 1
INFORMATION SCIENCES					31500 1		30298 2		
PHARMACY									41500 1
BIOLOGICAL SCIENCES									20200 2
CHEMISTRY									30067 9
MATHEMATICS					38400 1				

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	33630 3	28850 6	29000 12		26820 2	30500 1	29576 6	25724 4	29714 7
BUSINESS ADMINISTRATION		25500 1	26600 1				20000 1	26200 1	
DISTRIBUTION MANAGEMENT	39000 1				26000 1				
ECONOMICS & FINANCE	30710 6	30612 5	31500 1		25250 2		30650 1	30160 5	30750 4
HOTEL/RESTAURANT MGMT.									30250 2
HUMAN RESOURCES (incl. LA								20000 2	
MANAGEMENT INFO SYSTEMS	33331 3							31200 2	34000 1
MARKETING/MARKETING MANAG	27196 8	30000 1	25713 12				28500 1	27000 1	28500 1
COMMUNICATIONS	18000 1		26000 1		25992 1			23000 1	
POLITICAL SCIENCE/GOVT		28500 1							
PSYCHOLOGY	27500 1		18000 1						
SOCIAL SCIENCES-OTHER	28500 1		25000 2						
AEROSPACE & AERONAUTICAL		32925 4							
AGRICULTURAL ENGINEERING			39000 1						
CHEMICAL ENGINEERING	34000 1	36373 6	40559 20 42500/39000	40899 15	36600 1	38400 1	39089 7	40402 19	41331 24 44196/39996
CIVIL ENGINEERING		33800 1			29036 3			37000 1	30000 1
COMPUTER ENGINEERING	34834 38 54000/29000	35428 28 38400/33100	36000 2	35500 2					
ELECTRICAL/ELECTRONIC	35389 24 38760/32500	34758 70 39600/30000	35467 3	40000 1			34620 4	36917 6	37780 5
INDUSTRIAL ENGINEERING	34367 3	34273 6	36000 2	35520 3	33750 4		33787 6	35500 1	29000 2
MECHANICAL ENGINEERING	34650 5	34907 36 39000/32580	34550 10	34360 10	30525 18		34406 7	38437 10	38662 13
METALLURGICAL ENGINEERING					34073 18				
MINING (INCL GEOLOGICAL)					37200 1	34527 3			30000 2
NUCLEAR ENGINEERING	35000 1								

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM	
ENGINEERING TECHNOLOGY	32864	3	35250	2					33000	2					
COMPUTER SCIENCE	31612	11	33723	10	36400	4	35500	1						34000	4
INFORMATION SCIENCES					34000	2									
CHEMISTRY			32040	1											

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	22050	1							29000	1	37000	1	24040	5
BUSINESS ADMINISTRATION	26000	2											23800	4
ECONOMICS & FINANCE	27500	2			30875	4	30600	1			30000	1	27833	3
HUMAN RESOURCES (incl. LA											30000	1		
MANAGEMENT INFO SYSTEMS													25000	1
MARKETING/MARKETING MANAG	26000	1	30000	1	30150	4			29500	1			25278	9
COMMUNICATIONS	18000	1							25800	1			30000	1
JOURNALISM													20000	1
TELECOMMUNICATIONS/BROADC													13000	1
ELEMENTARY EDUCATION													20000	1
TEXTILES & CLOTHING									17033	2				
VISUAL & PERFORMING ARTS													16640	1
HISTORY													22000	1
PSYCHOLOGY					31000	1							12000	1
SOCIOLOGY													12000	1
SOCIAL SCIENCES-OTHER					31000	1			27500	3			24000	2
AEROSPACE & AERONAUTICAL							36500	1			35220	1		
CHEMICAL ENGINEERING			41100	1							41358	7	42600	1
CIVIL ENGINEERING							28600	1	30000	1	33000	2	27843	7
COMPUTER ENGINEERING			40008	1	34395	2					29750	4	31500	1
ELECTRICAL/ELECTRONIC	36000	2	35910	2	33525	4					33182	8	34117	8
INDUSTRIAL ENGINEERING			39000	1	29856	1					30632	6	30000	4
MECHANICAL ENGINEERING	33360	1	37400	7	36360	3	36562	5			34598	17	32062	11

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
METALLURGICAL ENGINEERING				29167 3			33000 1
NUCLEAR ENGINEERING							36120 1
ENGINEERING TECHNOLOGY						32700 4	33984 1
INDUSTRIAL TECHNOLOGY		27500 1					
COMPUTER SCIENCE	24000 2	35000 1	34200 4				30750 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28968 639 44000/27000	24128 5	29000 1	24969 55 36000/20000	30864 11	20107 12	26993 20 34000/20000	29416 51 35000/26000	31200 1
BACHELOR - TECHNICAL	33636 11	35100 1	30000 1	33636 9	30500 4	35357 21 50000/32000	30411 64 39500/26000	32211 178 49000/29000	32391 112 44000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26849 43 35500/19992	21222 9	20083 6	24400 63 34000/16800	22750 2	23523 131 36000/20000	22000 1	27750 2	18325 4
BACHELOR - TECHNICAL	31771 7		32000 1	30525 10		29188 8	36000 1	30000 1	33500 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	24053 13	25000 1	24245 11	25920 5	21001 44 32000/13000	25833 6	22194 8	23777 6	24886 7
BACHELOR - TECHNICAL	25000 1	35133 9	29463 15	34047 36 41880/31000	23786 13	26413 6	27429 30 31200/25000	27565 16	28380 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	22500 2		15272 10	15833 3	26300 1	29864 14	28893 14	22667 3	30425 32 36000/24000
BACHELOR - TECHNICAL					33627 34 38400/30940	37783 12	34926 166 44400/31000	29699 25 36996/25700	38011 115 45000/33000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	29821 24 40000/24000	29297 14	26955 30 31500/22500		26022 6	30500 1	28512 9	27019 16	30267 15
BACHELOR - TECHNICAL	34473 86 54000/29400	34822 164 40000/31500	37720 44 42500/34000	37817 32 42500/34000	32440 47 40000/28000	35495 4	35653 24 41040/31200	39081 37 42780/35400	38578 51 44196/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	24721 7	30000 1	30610 10	30600 1	25108 8	32333 3	
BACHELOR - TECHNICAL	30672 5	36873 14	34188 14	33541 10	30000 1	34243 49 44000/28000	

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	38219 16			38000 1	70000 1			40000 1	
MBA--TECH	56500 2			41000 1				53000 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									60000 1
MBA--TECH		30000 1							

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH		35000 2				32000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH							48000 1	38000 1	35000 3
MBA--TECH							44256 2		

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	43750 2	35000 1	45000 3	44000 1				36000 1	36000 1
MBA--TECH		38000 1							

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		38333 3					40000 1
MBA--TECH						39000 1	

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28888 601 44000/27000	28246 92 36000/24000	20000 1	29750 2					27000 2
BUSINESS ADMINISTRATION	28000 1	25267 3	19399 3	20200 1			20000 1		25200 1
DISTRIBUTION MANAGEMENT							24000 1		36000 1
ECONOMICS & FINANCE	29083 26 33000/28500	29330 22 35500/27000	20783 6	25925 20 32000/22000	31100 5	32167 3	14500 1	30000 2	29461 29 32500/27500
HOTEL/RESTAURANT MGMT.							16600 1		26000 1
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARKETING MANAG		19200 1	36000 1	23567 3	35000 1			20000 1	25100 2
REAL ESTATE						36500 1	16800 1		32000 1
COMMUNICATIONS		18000 1							
JOURNALISM		16000 1							
HUMANITIES - OTHER			20000 1						
POLITICAL SCIENCE/GOVT									34200 1
PSYCHOLOGY		23600 1							
COMPUTER ENGINEERING			33000 1						
ELECTRICAL/ELECTRONIC				34960 3					
INDUSTRIAL ENGINEERING									33900 1
COMPUTER SCIENCE			28700 1						

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		23056 4							
BUSINESS ADMINISTRATION	18500 2	22329 7	26388 2						
ECONOMICS & FINANCE	26415 6	24333 6	24564 2						
MARKETING/MARKETING MANAG		25376 3						30000 1	
REAL ESTATE	22000 1								
COMMUNICATIONS					23000 1	23000 1			18500 1
JOURNALISM					15000 1	17453 3			
TELECOMMUNICATIONS/BROADC						20000 1			
LETTERS (incl. English)					21000 1				
VISUAL & PERFORMING ARTS				16640 2					
HUMANITIES - OTHER	24000 1								
HISTORY			16000 1						
POLITICAL SCIENCE/GOVT			26000 1						
SOCIOLOGY		16350 1							
AEROSPACE & AERONAUTICAL				33000 1					
INDUSTRIAL ENGINEERING								32000 1	
MECHANICAL ENGINEERING			32500 1	34875 8			38400 1		
NUCLEAR ENGINEERING				36000 1					

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			28833 3						24833 3
BUSINESS ADMINISTRATION	21000 1		25875 8				20851 9		
DISTRIBUTION MANAGEMENT			30000 1	28900 10					
ECONOMICS & FINANCE			21500 2	19000 1			26946 10		24500 1
HOTEL/RESTAURANT MGMT.				30250 2			16000 1		
HUMAN RESOURCES (incl. LA							30000 1		
MARKETING/MARKETING MANAG		29060 5	26267 30 33000/23000	21000 1	21667 3		25758 71 45000/18000		
REAL ESTATE							30000 1		
ADVERTISING	38000 1						34000 1		
COMMUNICATIONS		30000 1	20000 1				24260 12		
JOURNALISM			26000 2				20000 1		
TELECOMMUNICATIONS/BROADC			24500 2						
TEXTILES & CLOTHING			22375 8						
LETTERS (incl. English)	19000 1				14000 1		23000 1		
HISTORY			15000 1				14000 1		
POLITICAL SCIENCE/GOVT							28500 1		
PSYCHOLOGY			21000 1				23333 3		
SOCIOLOGY			22500 1				12000 1		
SOCIAL SCIENCES-OTHER		33000 1	23250 2				28333 9	20000 1	
CHEMICAL ENGINEERING		42000 1					38093 3		
COMPUTER ENGINEERING							34050 2		
ELECTRICAL/ELECTRONIC							33822 9		
INDUSTRIAL ENGINEERING				36000 1			25000 1		

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
MECHANICAL ENGINEERING		34200 1					32915 11		
ENGINEERING TECHNOLOGY							37992 1		
ACTUARIAL			28000 1						
BIOLOGICAL SCIENCES							20000 1		
CHEMISTRY							28200 2		

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION					18700 1				17000 1
HUMAN RESOURCES (incl. LA			33500 1						
MARKETING/MARKETING MANAG			24500 1						
JOURNALISM					20000 1				
TEXTILES & CLOTHING							17033 2		
FOREIGN LANGUAGES		27000 1							
CRIMINAL JUSTICE			25500 1						
SOCIAL SCIENCES-OTHER		21367 2	21000 1						
AEROSPACE & AERONAUTICAL							30460 3		33293 3
CHEMICAL ENGINEERING							39435 4	39115 4	39830 20 44400/34500
CIVIL ENGINEERING					27000 1		29213 84 42000/26064	33983 6	33800 1
COMPUTER ENGINEERING		28000 1		36600 2			30000 1		
ELECTRICAL/ELECTRONIC							32556 27 37500/28000		34524 34 41500/29000
INDUSTRIAL ENGINEERING							35100 1	32004 1	34052 33 50004/30000
MECHANICAL ENGINEERING							33668 54 42300/28000	32660 2	35362 120 42300/32000
METALLURGICAL ENGINEERING									33892 14
MINING (INCL GEOLOGICAL)							32093 3	31933 6	36600 2
ENGINEERING TECHNOLOGY									34746 2
INDUSTRIAL TECHNOLOGY									27500 1
COMPUTER SCIENCE							30940 1		34600 1
INFORMATION SCIENCES			20000 1						
CHEMISTRY								30060 2	
MATHEMATICS			30000 1						

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS					28500 1				
AEROSPACE & AERONAUTICAL		31000 1	31000 2			32804 4	36500 1	29850 2	32805 4
AGRICULTURAL ENGINEERING							39000 1		33500 1
CHEMICAL ENGINEERING	34000 1		35900 1		41046 26 44000/39564	40000 1	40352 107 44400/38000	39625 4	39715 19
CIVIL ENGINEERING					32000 1			33000 4	28990 31 37000/26000
COMPUTER ENGINEERING	33014 7		34356 37 54000/28800	36056 16	35600 1		35500 1	34500 2	35472 13
ELECTRICAL/ELECTRONIC	33187 13	34149 36 39000/30000	34476 9	36217 40 39600/34200	33070 5	34730 8	35640 5	34586 21 41880/29000	35477 58 50000/31000
INDUSTRIAL ENGINEERING	32720 5		35000 2			37000 2		36833 3	32339 27 37000/30000
MECHANICAL ENGINEERING	33720 1	36040 14		33423 7	34832 8	37167 3	36500 3	35597 37 42900/30420	34335 68 42300/30000
METALLURGICAL ENGINEERING			33960 1		36500 1	28750 2	36600 1		32064 5
MINING (INCL GEOLOGICAL)									34800 1
NUCLEAR ENGINEERING						35000 1			35910 2
ENGINEERING TECHNOLOGY		30000 1	24000 1	30000 2			36000 1	44000 1	34409 9
COMPUTER SCIENCE	32670 8		34206 18		28000 3				31736 14
BIOLOGICAL SCIENCES					24000 1				
CHEMISTRY					31500 3	25200 1			
MATHEMATICS					38400 1				
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION									23500 2
COMMUNICATIONS									16163 1
TELECOMMUNICATIONS/BROADC									13000 1
PSYCHOLOGY	32000 1						13000 1		10000 1
CIVIL ENGINEERING		29000 1							
MECHANICAL ENGINEERING			35000 1						
ALLIED HEALTH			27248 1						
HEALTH SCIENCES			27000 1						
NURSING				27500 12					
PHARMACY						41500 1			
BIOLOGICAL SCIENCES							10500 1		31113 2

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					27500 1	28075 4			
BUSINESS ADMINISTRATION					29325 4	28750 2			
DISTRIBUTION MANAGEMENT							30000 1		
ECONOMICS & FINANCE			18750 1		28250 2	29000 3			
HUMAN RESOURCES (incl. LA	14000 1								
MANAGEMENT INFO SYSTEMS					27189 9	30142 36 34000/27800	29208 8		
MARKETING/MARKETING MANAG						27500 1			
COMMUNICATIONS			13500 1						
JOURNALISM	20000 1								
ELEMENTARY EDUCATION						20000 1			
PRE-ELEMENTARY EDUCATION				19000 1					
LETTERS (incl. English)		13000 1							
PSYCHOLOGY		14500 2		17430 1					
SOCIOLOGY	14000 1								
SOCIAL SCIENCES-OTHER				18512 1	28000 1				
AEROSPACE & AERONAUTICAL						32500 2			
AGRICULTURAL ENGINEERING									35000 2
COMPUTER ENGINEERING					29685 17	34425 8	33553 12		
ELECTRICAL/ELECTRONIC					32850 6	32333 3	33500 2		
INDUSTRIAL ENGINEERING						31167 15	31000 1		29000 1
MECHANICAL ENGINEERING		31000 1			30000 1				
ENGINEERING TECHNOLOGY					33600 2				
COMPUTER SCIENCE					29384 46 39000/25000	31776 25 39000/30000	33122 17		

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
INFORMATION SCIENCES					30332 2	28938 13	33248 2		
SYSTEMS ANALYSIS						31000 1			
ACTUARIAL								35900 2	

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29467 6		28000 2					
BUSINESS ADMINISTRATION		28950 6	26400 3	22453 36 33000/18500					
ECONOMICS & FINANCE		29738 26 35000/27000		25031 10					
HOTEL/RESTAURANT MGMT.				21350 8					
HUMAN RESOURCES (incl. LA			21333 3						
MANAGEMENT INFO SYSTEMS		31225 8							
MARKETING/MARKETING MANAG		26000 1	25000 1	23817 18					
REAL ESTATE		34000 3		30000 1					
COMMUNICATIONS				21960 10					
JOURNALISM									22000 1
TELECOMMUNICATIONS/BROADC		29900 1							
ELEMENTARY EDUCATION						22000 2			20621 21 27456/13000
PRE-ELEMENTARY EDUCATION									15323 7
PHYSICAL EDUCATION									26300 2
SPECIAL EDUCATION									24000 1
FOREIGN LANGUAGES									18000 1
LETTERS (incl. English)				20750 2					
VISUAL & PERFORMING ARTS									22334 2
HUMANITIES - OTHER				23800 1					
HISTORY				19000 2		16000 1			
PSYCHOLOGY			18000 1	18000 1					10400 1
SOCIOLOGY									13000 1
SOCIAL SCIENCES-OTHER				23250 2					22936 6

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
AEROSPACE & AERONAUTICAL		31000 1							
BIOENGINEERING & BIOMEDIC		35000 1							
CHEMICAL ENGINEERING		34633 3		40500 1					
CIVIL ENGINEERING		29941 5		32400 1					
COMPUTER ENGINEERING		31196 5							
ELECTRICAL/ELECTRONIC		31986 7		36000 1					
INDUSTRIAL ENGINEERING		32882 25 40000/30000		35100 1					
MECHANICAL ENGINEERING		31864 5		36000 1					
METALLURGICAL ENGINEERING				36000 2					
ENGINEERING TECHNOLOGY		30000 1							
COMPUTER SCIENCE		32415 21 35000/30160							
ACTUARIAL		38000 1							
BIOLOGICAL SCIENCES								16400 1	24820 3
CHEMISTRY								31500 3	
MATHEMATICS		31125 4							18987 6

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28895 628 44000/27000	28069 122 36000/23920	21574 12	25727 26 33000/22000	31750 6	33250 4	18380 5	26667 3	29262 38 36000/25200
BACHELOR - TECHNICAL			30850 2	34960 3					33900 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24149 10	23191 21 29120/17000	23984 6	16640 2	19667 3	19072 5		30000 1	18500 1
BACHELOR - TECHNICAL			32500 1	34800 10			38400 1	32000 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	26000 3	29757 7	25153 62 37000/21000	27821 14	19750 4		25281 123 45000/18000	20000 1	24750 4
BACHELOR - TECHNICAL		38100 2	28000 1	36000 1			32941 30 41000/28200		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		23244 3	26125 4		19350 2		17033 2		17000 1
BACHELOR - TECHNICAL		28000 1	25000 2	36600 2	27000 1		31418 178 42300/27252	33781 21 41000/29500	35284 231 50004/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL					28500 1				
BACHELOR - TECHNICAL	33006 35 42500/29000	34518 52 39000/31000	34128 71 54000/30000	35685 65 39600/32500	37124 50 44000/30000	34193 22 40000/30000	39908 120 44400/36336	35366 74 45000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	32000 1						13000 1		
BACHELOR - TECHNICAL		29000 1	29749 3	27500 12		41500 1	10500 1		

AVERAGE SALARY OFFERS APRIL 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	16000 3	14000 3	16125 2	18314 3	27882 17	29562 47 35000/27000	29296 9		
BACHELOR - TECHNICAL		31000 1			29882 74 39000/26000	31440 67 39000/28100	33241 34 49000/29000	35900 2	33000 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		30027 51 35000/27000	23275 8	22920 93 33000/18600		20000 3			20060 43 32000/12940
BACHELOR - TECHNICAL		32330 79 40000/29000		36000 7				27725 4	20931 9

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Knox College
Lawrence University
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar College
University of Toledo
Tri-State University
Washington University - Business
Washington University - Engineering
Wayne State University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 8, 1993 through May 6, 1993) and cumulatively (September 1, 1992, and May 6, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	94	410	$26107	$27015	$30500	$27000	$20000	815	1906	$28434	$27817	$32000	$29000	$25300
BUSINESS ADMINISTRATION	40	189	24338	24574	30000	24000	19000	134	534	23741	24570	30000	24000	18000
DISTRIBUTION MANAGEMENT	1	7	19200	23614	*	*	*	15	23	28547	27074	*	*	*
ECONOMICS & FINANCE	84	223	26516	26486	31500	26450	21000	268	570	27419	26842	32000	28000	22000
HOTEL/RESTAURANT MGMT.	10	20	20800	21460	*	*	*	23	39	21648	21737	25500	21600	16600
HUMAN RESOURCES (incl. LA	1	11	18500	20249	*	*	*	7	29	22857	23846	*	*	*
MANAGEMENT INFO SYSTEMS	14	90	30092	28871	*	*	*	77	230	29754	29263	33500	29500	27000
MARKETING/MARKETING MANAG	79	218	25449	24236	30000	25000	21000	224	579	25569	24499	30000	25100	20000
REAL ESTATE	+	+	+	+				9	12	29922	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	20664				2	21	36000	23209	*	*	*
COMMUNICATIONS	14	39	22431	21742	*	*	*	44	115	22430	21735	27330	23000	18000
JOURNALISM	11	19	20809	19472	*	*	*	22	41	20285	19327	23000	20000	16000
TELECOMMUNICATIONS/BROADC	5	10	26600	22704	*	*	*	10	21	24490	22926	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	3	53	18117	17284	*	*	*	27	196	20422	19594	26200	21000	13000
PRE-ELEMENTARY EDUCATION	+	2	+	12532				8	16	15783	15742	*	*	*
PHYSICAL EDUCATION	1	2	20543	22272	*	*	*	3	15	24381	21883	*	*	*
SPECIAL EDUCATION	2	19	19850	20388	*	*	*	3	41	21233	20926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	10	11	21507	21643	*	*	*	10	25	21507	20490	*	*	*
TEXTILES & CLOTHING	6	12	21917	23208	*	*	*	16	26	21535	22772	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	23000				+	8	+	20875			
HUMANITIES														
FOREIGN LANGUAGES	3	6	25865	22016	*	*	*	5	11	24519	22051	*	*	*
LETTERS (incl. English)	6	25	19650	20960	*	*	*	13	65	19185	20989	*	*	*
VISUAL & PERFORMING ARTS	1	14	21000	18803	*	*	*	5	36	19790	19797	*	*	*
HUMANITIES - OTHER	20	33	24125	25045	33672	22398	18000	23	45	23926	24513	30480	22800	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	3	15100	17400	*	*	*	3	16	18567	21400	*	*	*
HISTORY	3	13	26867	24569	*	*	*	9	38	19956	23524	*	*	*
POLITICAL SCIENCE/GOVT	7	38	24196	25891	*	*	*	10	67	25807	24429	*	*	*
PSYCHOLOGY	13	51	19660	19834	*	*	*	27	96	19186	20313	27500	18000	12000
SOCIOLOGY	5	10	23980	22700	*	*	*	10	27	19775	20458	*	*	*
SOCIAL SCIENCES-OTHER	17	25	23300	23082	*	*	*	43	79	24301	23536	30000	23500	19500
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	16	32600	31954	*	*	*	31	55	32261	31800	35220	31716	30940
AGRICULTURAL ENGINEERING	2	2	26500	26500	*	*	*	6	9	32583	31567	*	*	*
ARCHITECTURAL ENGINEERING	1	4	29400	29850	*	*	*	1	18	29400	27767	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	23650				1	4	35000	25663	*	*	*
CHEMICAL ENGINEERING	40	113	38189	39565	42000	39250	32000	235	446	39774	39756	42600	40500	36000
CIVIL ENGINEERING	57	98	28758	29005	31200	28500	25750	192	324	29331	29293	31800	29022	26000
COMPUTER ENGINEERING	44	70	35783	35094	38500	36300	32000	170	258	34270	34328	38400	35100	29000
ELECTRICAL/ELECTRONIC	101	215	35138	34655	38500	35750	31980	388	719	34683	34325	38012	35496	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$42000				+	2	+	$37812			
INDUSTRIAL ENGINEERING	33	66	$33153	33349	$36000	$33500	$30000	154	255	$33037	33018	$36240	$33150	$29000
MECHANICAL ENGINEERING	145	242	34888	34469	38400	35400	31000	493	862	34780	34600	38700	35400	30000
METALLURGICAL ENGINEERING	14	25	34165	32997	*	*	*	40	69	33742	33800	37200	34500	28500
MINING (INCL GEOLOGICAL)	4	5	33300	33440	*	*	*	16	22	33068	32804	*	*	*
NUCLEAR ENGINEERING	2	3	35910	34440	*	*	*	6	9	35773	34738	*	*	*
PETROLEUM ENGINEERING	1	7	43100	37700	*	*	*	1	29	43100	39241	*	*	*
TEXTILE ENGINEERING	+	2	+	36250				+	4	+	37075			
ENGINEERING TECHNOLOGY	1	22	25000	24155	*	*	*	22	69	33335	28922	36000	34500	30000
INDUSTRIAL TECHNOLOGY	1	1	31800	31800	*	*	*	2	3	29650	29100	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	8	22000	22000	*	*	*	3	20	22000	23190	*	*	*
ANIMAL SCIENCES	2	8	19750	21063	*	*	*	2	23	19750	20830	*	*	*
PLANT SCIENCES	1	1	25000	25000	*	*	*	1	3	25000	25000	*	*	*
NATURAL RESOURCES	2	10	21000	22457	*	*	*	2	15	21000	22171	*	*	*
OTHER AGRICULTURAL SCIENC	+	+	+	+				+	16	+	25663			
COMPUTER SCIENCE														
COMPUTER SCIENCE	78	168	32332	31184	36800	31710	28200	233	467	31808	31314	36500	31720	27500
COMPUTER PROGRAMMING	1	8	24000	29250	*	*	*	1	22	24000	28780	*	*	*
INFORMATION SCIENCES	+	29	+	30674				18	95	29076	29280	*	*	*
SYSTEMS ANALYSIS	1	1	36140	36140	*	*	*	2	2	33570	33570	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	2	7	25500	22101	*	*	*	3	17	26083	26876	*	*	*
HEALTH SCIENCES	1	8	20800	20413	*	*	*	2	19	23900	21383	*	*	*
NURSING	6	18	26667	34226	*	*	*	18	39	27222	31864	*	*	*
PHARMACY	+	21	+	41436				1	62	41500	43215	*	*	*
SCIENCES														
ACTUARIAL	6	6	34287	34287	*	*	*	10	10	34352	34352	*	*	*
ARCHITECTURAL & ENVIRONME	+	13	+	26846				+	24	+	24535			
BIOLOGICAL SCIENCES	5	15	15604	20741	*	*	*	14	39	20400	21726	*	*	*
CHEMISTRY	2	5	35665	33266	*	*	*	13	31	30927	30622	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	6	16	30833	27831	*	*	*	18	58	27323	25726	*	*	*
PHYSICS	1	2	16800	14400	*	*	*	2	7	20900	22040	*	*	*
OTHER PHYSICAL & EARTH SC	4	6	25400	23040	*	*	*	5	11	24168	22317	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	29	+	28793				+	29	+	28793			
TOTALS	1026	2830						3971	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	54	265	$25643	$28038	$29700	$27000	$18720	682	1487	$28637	$28370	$31500	$29000	$26500
ACCOUNTING (PRIVATE)	33	123	26703	25625	30360	27000	24000	155	411	27778	26174	32640	28000	23600
COMMERCIAL BANKING (CONSU	3	27	22167	24704	*	*	*	17	80	22770	23872	*	*	*
COMMERCIAL BANKING (LENDI	45	55	25522	25782	30000	25000	22000	74	99	25977	25675	30000	26000	22000
INVESTMENT BANKING (CORP	3	9	29667	27389	*	*	*	9	24	31056	29917	*	*	*
INVESTMENT BANKING (MERG	+	3	+	35667				4	9	33250	32556	*	*	*
INVESTMENT BANKING (REAL	+	2	+	25000				5	8	18380	21363	*	*	*
INVESTMENT BANKING (SALE	+	4	+	36250				3	13	26667	30846	*	*	*
FINANCIAL/TREASURY ANALYS	20	85	28020	28436	33000	29000	24000	59	200	28920	28346	32500	30000	24000
PORTFOLIO MANAGEMENT / BR	4	12	22000	23167	*	*	*	14	29	23535	23803	*	*	*
UNDERWRITING	5	18	26800	24433	*	*	*	26	51	23885	24089	29104	24064	17000
INSURANCE - CLAIMS	6	20	23546	23347	*	*	*	13	42	24437	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	18	23750	22886	*	*	*	16	41	29768	24371	*	*	*
MEDIA PLANNING	+	2	+	27250				3	12	19667	21775	*	*	*
REPORTING	2	3	13250	14833	*	*	*	7	13	17409	17026	*	*	*
COMMUNICATIONS-PRODUCTION	5	7	22692	21431	*	*	*	6	18	25310	22912	*	*	*
PUBLIC RELATIONS	4	19	26969	21323	*	*	*	6	38	28313	21458	*	*	*
WRITING / EDITING	5	11	21531	20932	*	*	*	6	19	21026	21440	*	*	*
MARKETING														
ADVERTISING	1	6	23000	20846	*	*	*	4	22	25250	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	5	25	23578	23942	*	*	*	14	67	28742	25354	*	*	*
BUYER/MERCHANDISING	45	55	23822	23818	27000	23500	21000	108	152	24625	24483	29000	24500	21000
DISTRIBUTION	1	6	25000	25410	*	*	*	16	27	28156	27906	*	*	*
MARKET RESEARCH	2	8	21600	23013	*	*	*	6	35	20367	23600	*	*	*
PURCHASING	+	2	+	20500				+	6	+	22400			
SALES	80	180	27218	25056	33600	28250	18000	233	524	26932	25458	33600	27500	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	3	24	18220	20179	*	*	*	4	36	18665	21382	*	*	*
GOV'T-FINANCE, TAXATION,	6	26	25667	23952	*	*	*	10	57	25300	23920	*	*	*
ECONOMIC PROGRAMS	+	5	+	20967				+	8	+	20983			
LAW ENFORCEMENT	2	6	21600	26200	*	*	*	6	20	23489	24148	*	*	*
MILITARY	11	22	23129	23142	*	*	*	17	38	24054	24337	*	*	*
NATIONAL SECURITY	1	1	36600	36600	*	*	*	3	4	36600	32700	*	*	*
URBAN / REGIONAL PLANNING	1	6	26000	27907	*	*	*	4	14	22925	25096	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	26667				+	5	+	30800			
DESIGN / CONSTRUCT	69	139	31212	30875	36000	31200	26064	249	443	31246	30971	36300	30680	27200
ENVIRONMENTAL/SANITATION	3	8	30667	30170	*	*	*	24	62	33392	31513	38400	33000	29000
MANUFACTURING/INDUSTRIAL	81	121	35851	34836	38500	36000	33000	313	449	35372	34922	39500	35500	31200
SYSTEMS / PROGRAMMING	17	37	34626	33910	*	*	*	52	110	33536	33114	37700	33810	29000
POWER SYSTEMS	14	20	35379	33919	*	*	*	66	91	34700	34279	36800	35450	31000
SOFTWARE DESIGN & DEVELOP	26	55	35542	34653	38000	35602	32000	97	171	34507	33827	37380	35000	30996
HARDWARE DESIGN & DEVELOP	38	71	36187	35934	38760	36600	34275	103	163	35870	35783	38500	36000	33000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	14	$34436	$33056	*	*	*	56	95	$36730	$35381	$42000	$38202	$30000
TESTING	8	19	35725	34431	*	*	*	30	59	34602	33068	38000	35450	30000
PROCESS ENGINEERING	34	83	38708	38856	$42000	$39250	$35500	154	311	39643	39281	42300	40500	36000
PROJECT ENGINEERING	28	75	34048	35046	39000	34120	29500	102	281	35004	35202	39600	35450	29500
OTHER ENGINEERING	101	203	33545	34083	38000	34300	28000	355	723	33797	34018	38500	34500	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	11	17900	19540	*	*	*	4	21	21425	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	29000	25035	*	*	*
MEDICAL TECHNOLOGY	1	7	30000	23644	*	*	*	4	13	29812	26589	*	*	*
NURSES / PERSONAL CARE	6	18	26667	34226	*	*	*	18	43	27222	31463	*	*	*
OCCUPATIONAL THERAPY	+	2	+	14840				+	6	+	27120			
PHARMACIST	+	21	+	41436				1	62	41500	43215	*	*	*
PHYSICAL THERAPY	+	1	+	13500				2	5	11750	22600	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	7	19	16724	20532	*	*	*	14	43	18961	20713	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	4	12	20475	19577	*	*	*	7	30	18557	19559	*	*	*
COUNSELING	6	19	24483	19096	*	*	*	10	38	21990	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				2	5	16125	15550	*	*	*
SOCIAL WORK	4	10	20000	18787	*	*	*	7	27	19277	19679	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	37	122	29748	29100	33000	29500	25000	128	332	29578	29345	34560	29500	25000
INFORMATION SYSTEMS	19	49	32047	30089	*	*	*	133	217	30863	30139	34500	31000	27500
SYSTEMS ANALYSIS & DESIGN	30	72	31195	30309	36000	30000	28000	73	169	31914	31467	36000	32000	27560
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	9	9	33769	33769	*	*	*	11	15	34156	30449	*	*	*
AGRICULTUR/NATURAL RESOU	8	14	21563	22165	*	*	*	11	43	24682	21696	*	*	*
ARCHITECTURE	+	4	+	23825				+	12	+	22182			
CONSULTING	44	132	30411	30493	33500	30998	28000	174	376	31170	31299	34600	31000	28000
HUMAN RESOURCES	2	21	19250	22429	*	*	*	10	47	22470	23006	*	*	*
MANAGEMENT TRAINEE	55	284	23194	23862	27000	23000	19200	155	625	23607	23736	28500	23000	19000
MATH/STATISTICIANS	+	2	+	23500				+	7	+	26714			
PARALEGAL	+	2	+	23000				3	11	20000	20509	*	*	*
RESEARCH - NONTECHNICAL	+	3	+	22907				+	7	+	27103			
RESEARCH - TECHNICAL	2	7	30500	27541	*	*	*	6	21	28650	28842	*	*	*
TEACHING	14	86	19828	18779	*	*	*	66	354	20130	20119	27000	20932	12940
TOTALS	1026	2830						3971	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	24	+	$31813				8	68	$33875	$30904	*	*	*
MBA--NON-TECH	15	48	$44736	38505	*	*	*	56	222	41286	36528	$55000	$39500	$32000
MBA--TECH	12	20	51265	45925	*	*	*	22	41	48668	44058	65000	43006	35000
MS-BUSINESS	+	1	+	38000				2	7	39500	33643	*	*	*
ECONOMICS & FINANCE (BANK	3	5	38500	34255	*	*	*	11	15	39609	35965	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				1	13	40000	31031	*	*	*
MANAGEMENT INFORMATION SY	1	1	38400	38400	*	*	*	4	13	42500	37292	*	*	*
MARKETING/MKTNG MGT (RESE	1	2	54000	47000	*	*	*	5	7	46199	42571	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	31000				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				1	2	30000	25900	*	*	*
JOURNALISM	+	1	+	32000				+	2	+	23500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	15	26000	27662	*	*	*
ELEMENTARY EDUCATION	1	2	21000	25500	*	*	*	2	25	27500	27433	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				1	5	28000	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	1	+	23000				2	6	31000	28118	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				+	8	+	33413			
SOCIAL SCIENCES - OTHER	1	1	36240	36240	*	*	*	1	2	36240	38120	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	3	43167	43167	*	*	*	10	11	41084	42804	*	*	*
AGRICULTURAL	1	1	45000	45000	*	*	*	3	3	45000	45000	*	*	*
BIOENGINEERING & BIOMEDIC	1	1	36000	36000	*	*	*	2	2	38000	38000	*	*	*
CHEMICAL	+	4	+	42500				11	21	42316	41558	*	*	*
CIVIL	11	16	32593	33991	*	*	*	41	54	34247	34482	42600	33000	28500
COMPUTER	5	10	37400	40198	*	*	*	15	30	38451	39334	*	*	*
ELECTRICAL/ELECTRONIC	39	60	42203	42275	$45000	$42500	$36500	140	197	41026	41148	45000	41718	36000
INDUSTRIAL	1	5	42000	39249	*	*	*	17	33	41636	40277	*	*	*
MECHANICAL	37	44	41600	41275	45000	42000	39000	130	146	41032	40845	45000	42000	36600
METALLURGICAL	+	+	+	+				1	2	36000	38000	*	*	*

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(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	1	1	$47000	$47000	*	*	*	3	3	$43333	$43333	*	*	*
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	2	2	31500	31500	*	*	*	2	7	31500	29552	*	*	*
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	+	+	+				11	13	36548	35310	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	23	36	39935	38183	$47000	$39600	$32000	49	86	39395	37948	$50000	$39600	$30500
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	34000				+	8	+	35250			
MATHEMATICS (INCL ACTUARI	1	1	42000	42000	*	*	*	9	9	35822	35822	*	*	*
PHYSICS	+	+	+	+				1	2	44000	42000	*	*	*
POLYMER	1	1	37000	37000	*	*	*	1	1	37000	37000	*	*	*
TOTALS	160	294						563	1087					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	24	43	$54175	$47297	$65000	$54000	$46200	64	125	$55086	$46479	$65000	$55000	$46200
MBA--TECH	12	16	57958	55875	*	*	*	22	32	56050	53003	60000	55000	50000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	48	83	59208	53687	72000	56000	50000	107	189	58561	52896	75000	55000	50000
MBA--TECH	27	36	59648	56152	75000	55000	52000	72	101	59354	56100	75000	55000	52500
OVER 4 YEARS														
MBA--NON-TECH	26	62	60458	56358	70000	60500	51500	61	185	57887	52632	75000	55500	45000
MBA--TECH	17	20	59829	59505	*	*	*	38	59	60745	58867	75000	57750	50000
TOTALS	154	260						364	691					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	1	1	$45000	$45000	*	*	*	1	1	$45000	$45000	*	*	*
COMPUTER & INFOR SCIENCES	5	9	53804	54524	*	*	*	10	14	52704	53481	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	23000				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	34350				+	2	+	34350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	2	4	56500	57000	*	*	*	17	35	54961	54650	*	*	*
CIVIL	1	1	65000	65000	*	*	*	2	3	63250	54167	*	*	*
COMPUTER	4	5	54000	56533	*	*	*	4	5	54000	56533	*	*	*
ELECTRICAL/ELECTRONIC	8	16	59138	59326	*	*	*	24	40	57941	56591	$63000	$57900	$52500
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	3	6	52306	54736	*	*	*	19	27	50156	51654	*	*	*
METALLURGICAL	1	5	55740	52296	*	*	*	8	13	52378	52674	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	2	+	40500				17	23	52865	52465	*	*	*
GEOLOGICAL (INCL GEOPHYS)	1	3	33000	36833	*	*	*	1	4	33000	42763	*	*	*
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				2	7	57750	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	26	55						105	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28740 648 44000/26510			26764 19	33000 1	22250 2	29032 3	29500 4	31200 1
BUSINESS ADMINISTRATION	30625 4			21342 7		21000 1	28500 2	29200 6	
DISTRIBUTION MANAGEMENT					24000 1		29750 2		
ECONOMICS & FINANCE	29700 30 35500/29000		29000 1	25326 66 33000/21500	30222 9		28333 3	29520 35 35000/26000	
MANAGEMENT INFO SYSTEMS	31900 5			28350 2		29925 1	28004 12	30030 10	
MARKETING/MARKETING MANAG		23000 1		25300 9	35000 1	16500 2	24586 7	27000 5	
REAL ESTATE	35000 1				36500 1			33500 2	
ADVERTISING		38000 1							
COMMUNICATIONS		30000 1				21500 2			
JOURNALISM		18000 2				16772 5			
TELECOMMUNICATIONS/BROADC						20000 1	28000 1	29900 1	
LETTERS (incl. English)				17000 2					
VISUAL & PERFORMING ARTS		16640 1							
HUMANITIES - OTHER				19000 2			29928 2		
POLITICAL SCIENCE/GOVT				26000 1					
PSYCHOLOGY								23600 1	
SOCIAL SCIENCES-OTHER				29333 3		15000 1			
AEROSPACE & AERONAUTICAL					33000 2			31200 5	30940 2
ARCHITECTURAL ENGINEERING									29400 1
BIOENGINEERING & BIOMEDIC								35000 1	
CHEMICAL ENGINEERING							35900 1	34833 12	39470 10
CIVIL ENGINEERING			30000 1					29289 48 31500/27600	30843 40 42000/28000
COMPUTER ENGINEERING				33000 1	29667 3	36050 4	32934 17	32272 20 38100/29000	21600 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ELECTRICAL/ELECTRONIC	32299 5	35100 1		32250 2		37029 7	33785 7	33669 37 39500/30000	32534 33 42000/28000
INDUSTRIAL ENGINEERING	32000 1			40502 2				32171 40 40000/29000	34081 5
MECHANICAL ENGINEERING						38592 1	35500 1	32724 24 38700/29000	33029 28 38500/28000
MINING (INCL GEOLOGICAL)								33800 2	31000 3
ENGINEERING TECHNOLOGY	36000 1					33000 2	29248 4		44000 1
INDUSTRIAL TECHNOLOGY							31800 1		
PLANT SCIENCES						25000 1			
NATURAL RESOURCES								24000 1	
COMPUTER SCIENCE	34167 9			31246 9	36000 1	34343 14	29741 49 39000/26000	32620 48 49000/29100	28760 3
COMPUTER PROGRAMMING							24000 1		
INFORMATION SCIENCES							28500 7		
SYSTEMS ANALYSIS							31000 1		
ACTUARIAL								35050 4	
BIOLOGICAL SCIENCES									20000 1
CHEMISTRY								28080 1	
MATHEMATICS								33083 6	
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	28289 13	20000 1		25320 14		22533 6	12000 1		17300 1
BUSINESS ADMINISTRATION	21050 4	23250 2		24221 19		22233 47 27500/18096			
DISTRIBUTION MANAGEMENT						31167 3			
ECONOMICS & FINANCE	27383 24 35500/22000			24518 15	29500 1	24050 14	29000 1		
HOTEL/RESTAURANT MGMT.	16600 1	20427 6	20050 6			19520 2			
HUMAN RESOURCES (incl. LA				18500 1					
MANAGEMENT INFO SYSTEMS	28000 8			29355 11		34000 1			
MARKETING/MARKETING MANAG	23240 5		19200 1	24173 12	18000 1	24558 80 32000/21000	22000 1		18000 1
REAL ESTATE								30000 1	
ADVERTISING				34000 1					
COMMUNICATIONS		22000 1	18500 1	20500 2		23795 14			10000 1
JOURNALISM						23286 7			14250 2
TELECOMMUNICATIONS/BROADC						23625 4			
ELEMENTARY EDUCATION						23000 1			
HUMAN ECOLOGY (HOME ECONO			21780 5			22250 2			
TEXTILES & CLOTHING						21846 13			
FOREIGN LANGUAGES				20000 1		26000 1			
LETTERS (incl. English)		22500 1				22500 1			19000 2
VISUAL & PERFORMING ARTS						21000 1			
HUMANITIES - OTHER	28836 2					21940 5			21000 2
CRIMINAL JUSTICE								21850 2	
HISTORY		16000 1		15000 2	16000 1	15000 1			
POLITICAL SCIENCE/GOVT				26000 1					

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PSYCHOLOGY				13767 3		20625 4	23345 1		
SOCIOLOGY				16350 1		22500 1			
SOCIAL SCIENCES-OTHER				24500 2		23333 6			
COMPUTER ENGINEERING				29000 2		27000 1			
ELECTRICAL/ELECTRONIC	36400 1					15000 1	36000 1		
INDUSTRIAL ENGINEERING	33000 1					28500 1			33500 1
MECHANICAL ENGINEERING				32500 1		35000 1			
COMPUTER SCIENCE	31250 6		32000 2	29660 8		28833 6			
INFORMATION SCIENCES	24000 1			30663 1		30000 2			
ACTUARIAL	36000 1			34830 4		28000 1			
MATHEMATICS				28000 2				30000 1	
OTHER PHYSICAL & EARTH SC				31000 1				25000 1	

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	29117 6		26500 2	27800 1	24000 2	24460 5	23015 8	24500 1	
BUSINESS ADMINISTRATION	17500 2		19960 5	24000 1	12000 1	18000 1	20100 2	23000 4	26000 2
DISTRIBUTION MANAGEMENT				25000 2		19200 1			
ECONOMICS & FINANCE	16100 3		19000 1	26400 1	19125 2	24988 7			30000 1
HOTEL/RESTAURANT MGMT.			23125 4						
HUMAN RESOURCES (incl. LA						33500 1			24000 1
MANAGEMENT INFO SYSTEMS			28833 3	27800 1			25200 1	29400 1	31700 1
MARKETING/MARKETING MANAG		25000 1	23550 4			23600 2			26000 1
REAL ESTATE	25200 4								
COMMUNICATIONS			21600 3					16163 1	
JOURNALISM					22000 1				
ELEMENTARY EDUCATION					20336 25 27456/13000				
PRE-ELEMENTARY EDUCATION					19327 3				
PHYSICAL EDUCATION					24381 3				
SPECIAL EDUCATION					21233 3				
HUMAN ECOLOGY (HOME ECONO	11136 1								
FOREIGN LANGUAGES					24798 2		27000 1		
LETTERS (incl. English)	11200 2				24000 1				13000 1
VISUAL & PERFORMING ARTS					22334 2				
HUMANITIES - OTHER					22800 1		36000 1		
HISTORY						26867 3			
POLITICAL SCIENCE/GOVT					24685 2	18000 1	23000 2		
PSYCHOLOGY					13780 2	21600 1	17000 1	18363 6	

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIOLOGY					13000 1		25475 4		
SOCIAL SCIENCES-OTHER					22936 6	21000 1	20933 4		27500 1
AEROSPACE & AERONAUTICAL						28000 1			
CIVIL ENGINEERING		31000 1	28497 23 38500/27240			30000 1	27437 31 31200/25660		
COMPUTER ENGINEERING		37300 2		28333 3	30600 1	30000 1			
ELECTRICAL/ELECTRONIC		34800 5		34871 21 41880/34000		31488 2	22126 1		
INDUSTRIAL ENGINEERING	25000 1	34600 1	32200 3	34200 4	33000 1			27000 2	34750 2
MECHANICAL ENGINEERING		33500 2	31767 3	36300 13	15600 1	33100 2			31250 1
MINING (INCL GEOLOGICAL)							27500 1		
NUCLEAR ENGINEERING				35700 2					
COMPUTER SCIENCE		36000 1	34133 3	15184 1	29005 2	22000 1	22386 1		31700 1
INFORMATION SCIENCES				29100 1		20000 1			
ALLIED HEALTH					30000 1			24124 2	
HEALTH SCIENCES								27000 1	20800 1
NURSING								27425 16	25601 2
BIOLOGICAL SCIENCES					22737 5			21750 2	15007 3
MATHEMATICS					18987 6				
PHYSICS						16800 1			
OTHER PHYSICAL & EARTH SC					18000 1	27600 1			

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			13500 1			30350 4	27500 1		32517 6
BUSINESS ADMINISTRATION					26300 1		28275 4		30750 4
DISTRIBUTION MANAGEMENT									29250 4
ECONOMICS & FINANCE	27000 1						30200 3		31595 8
HOTEL/RESTAURANT MGMT.									26000 1
HUMAN RESOURCES (incl. LA			14000 1						
MANAGEMENT INFO SYSTEMS						30375 8			35733 3
MARKETING/MARKETING MANAG						25620 5	31434 10	22667 3	30270 10
COMMUNICATIONS	18000 1			13500 1			23000 1		25600 3
JOURNALISM			20000 1	26000 1					
PRE-ELEMENTARY EDUCATION			13820 4	13000 1					
LETTERS (incl. English)				21000 1			23000 1		
HUMANITIES - OTHER		21396 1		18000 1					
POLITICAL SCIENCE/GOVT	30000 1						34200 1		
PSYCHOLOGY			17430 1						
SOCIOLOGY			14000 1	18000 1					
SOCIAL SCIENCES-OTHER			17756 2	18000 1			26600 1		33000 1
AEROSPACE & AERONAUTICAL					31858 12		33500 2		
AGRICULTURAL ENGINEERING						29000 3	34750 2		
CHEMICAL ENGINEERING						40374 4	39760 5		39720 88 44400/36400
CIVIL ENGINEERING					32000 1			28923 20 36996/25700	38200 2
COMPUTER ENGINEERING					35352 2		35233 3		35500 1
ELECTRICAL/ELECTRONIC					34120 12		35274 35 38000/32625	33724 4	37378 12

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
INDUSTRIAL ENGINEERING					33257 7	36000 2	32702 18	28000 3	35943 8
MECHANICAL ENGINEERING					34200 12	39040 5	34986 153 42300/31000	30255 4	37199 22 42900/35000
METALLURGICAL ENGINEERING					30420 1		35677 6		
MINING (INCL GEOLOGICAL)								36000 1	
NUCLEAR ENGINEERING							36000 1		
ENGINEERING TECHNOLOGY							36000 1		34500 1
AGRIBUSINESS						22000 3			
ANIMAL SCIENCES						19750 2			
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE					34135 4	26850 2	35400 3		35500 1
INFORMATION SCIENCES					31500 1		30298 2		
PHARMACY									41500 1
BIOLOGICAL SCIENCES	23000 1								20200 2
CHEMISTRY									30503 10
MATHEMATICS					38400 1		27000 1		

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	32178 5	29014 7	29536 14		26820 2	30500 1	29576 6	27349 6	29714 7
BUSINESS ADMINISTRATION	27000 2	25500 1	26600 1		26000 1		20000 1	26200 1	
DISTRIBUTION MANAGEMENT	39000 1				26000 1				
ECONOMICS & FINANCE	28894 7	30133 8	31500 1		25250 2		30650 1	30333 6	30750 4
HOTEL/RESTAURANT MGMT.			20400 1						30250 2
HUMAN RESOURCES (incl. LA								20000 2	
MANAGEMENT INFO SYSTEMS	33331 3		25000 1					31200 2	34000 1
MARKETING/MARKETING MANAG	27396 9	29250 2	26424 19				28500 1	27950 4	28500 1
COMMUNICATIONS	18000 1	23000 1	26665 2		25992 1			22967 3	
JOURNALISM								28900 1	
TELECOMMUNICATIONS/BROADC			29750 2						
HUMAN ECOLOGY (HOME ECONO	29532 1								
TEXTILES & CLOTHING	26500 1								
HUMANITIES - OTHER									30480 1
POLITICAL SCIENCE/GOVT		28500 1							
PSYCHOLOGY	27500 1		23000 2						
SOCIAL SCIENCES-OTHER	28500 1		26667 3						
AEROSPACE & AERONAUTICAL		33440 5							
AGRICULTURAL ENGINEERING			39000 1						
CHEMICAL ENGINEERING	35900 2	36920 7	40660 23 42500/39000	40899 15	36800 2	38400 1	39089 7	40367 23 42780/39000	41402 26 44196/39996
CIVIL ENGINEERING		33800 1			28863 4			37000 1	30000 1
COMPUTER ENGINEERING	35550 53 54000/29400	35659 42 38400/34996	36000 2	35500 2				31500 1	
ELECTRICAL/ELECTRONIC	35752 34 38760/33000	35075 112 39600/32040	35420 4	35180 2			34620 4	37470 10	37780 5

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
INDUSTRIAL ENGINEERING	33520 5	35108 10	35200 5	35520 3	33750 4		33787 6	35500 1	29000 2
MECHANICAL ENGINEERING	35321 7	34804 54 39000/32580	34750 14	35063 15	31250 24 36000/28000		33671 9	38284 13	37797 20 42300/35000
METALLURGICAL ENGINEERING		36500 1			33891 22 40000/28500				38000 1
MINING (INCL GEOLOGICAL)					34600 2	35156 5			30000 2
NUCLEAR ENGINEERING	35000 1								
PETROLEUM ENGINEERING									43100 1
ENGINEERING TECHNOLOGY	32864 3	35250 2			33000 2				
COMPUTER SCIENCE	31819 13	34190 18	36920 5	35500 1					34000 5
INFORMATION SCIENCES			34000 2						
SYSTEMS ANALYSIS		36140 1							
CHEMISTRY		34470 2							

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	22050	1							29000	2	34000	2	24519	11
BUSINESS ADMINISTRATION	26000	2							29750	2			23800	4
ECONOMICS & FINANCE	27500	2			30875	4	30600	1			30000	1	27800	5
HUMAN RESOURCES (incl. LA											30000	1		
MANAGEMENT INFO SYSTEMS													27750	2
MARKETING/MARKETING MANAG	22667	3	30000	1	31920	5			29250	2			23739	15
COMMUNICATIONS	18000	1							25800	1			22000	2
JOURNALISM													19000	2
TELECOMMUNICATIONS/BROADC													13000	1
ELEMENTARY EDUCATION													20000	1
HUMAN ECOLOGY (HOME ECONO													21000	1
TEXTILES & CLOTHING									17033	2				
LETTERS (incl. English)									29000	1				
VISUAL & PERFORMING ARTS													16640	1
HUMANITIES - OTHER											19998	2	24800	3
CRIMINAL JUSTICE													12000	1
HISTORY													22000	1
PSYCHOLOGY					31000	1							16333	3
SOCIOLOGY													12000	1
SOCIAL SCIENCES-OTHER					30500	2			27500	5			21000	3
AEROSPACE & AERONAUTICAL							36500	1			35220	1		
CHEMICAL ENGINEERING			41100	1							41358	7	42600	1
CIVIL ENGINEERING							28600	1	30000	1	31500	4	27936	11

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
COMPUTER ENGINEERING			40008	1	34395	2					29750	4	31500	1
ELECTRICAL/ELECTRONIC	36000	3	35910	2	33525	4	31200	1			33285	10	33863	10
INDUSTRIAL ENGINEERING			35267	3	29856	1					31399	7	30000	4
MECHANICAL ENGINEERING	33360	2	37371	14	35847	6	36885	6			34531 38000/33000	21	32334	14
METALLURGICAL ENGINEERING							31617	6			36000	1	29700	2
NUCLEAR ENGINEERING													36120	2
ENGINEERING TECHNOLOGY											32700	4	33984	1
INDUSTRIAL TECHNOLOGY			27500	1										
COMPUTER SCIENCE	24000	3	35000	2	34200	6			29000	1	29100	2	30750	2
MATHEMATICS											28000	1		

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28825 688 44000/27000	23940 6	29000 1	25224 111 36000/20000	30808 13	19352 15	27644 32 34000/25000	29409 64 35000/26000	31200 1
BACHELOR - TECHNICAL	33562 16	35100 1	30000 1	32837 14	31833 6	34958 29 50000/27500	30656 89 39500/26000	32138 249 49000/28080	32290 130 44000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26730 57 35500/19992	20797 12	20531 13	24372 85 40000/17000	21167 3	23502 214 36000/20000	21586 4	24567 3	17089 9
BACHELOR - TECHNICAL	31690 10		32000 2	30777 19		28192 13	36000 1	27500 2	33500 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	21797 18	25000 1	23173 22 30000/19000	26000 6	20914 57 32000/13000	24188 23 37200/18960	23381 24 36000/19500	20942 13	25525 8
BACHELOR - TECHNICAL	25000 1	34767 12	29679 32 38500/27240	34259 45 41880/32000	22934 18	27598 11	27134 34 31200/25000	26589 23 40268/21600	24947 10

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	25000 3	21396 1	15429 11	18214 7	26300 1	28971 17	29652 22 34200/26600	22667 3	30839 40 40000/24000
BACHELOR - TECHNICAL	23000 1				33481 53 38400/30940	32138 21 42300/24000	34900 232 44400/31000	29466 33 36996/25700	37964 148 45000/33000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	29148 32 40000/24000	28983 20 36000/25500	27345 46 34000/25000		26019 7	30500 1	28512 9	27372 25 33500/22900	30280 16
BACHELOR - TECHNICAL	35030 118 54000/29880	35073 255 40200/32000	37553 56 42500/34000	37443 38 42500/33000	32581 60 40000/28000	35697 6	35302 26 41040/31200	38874 49 42780/35400	38419 63 44196/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	23894 9	30000 1	31258 12	30600 1	26824 15	27999 6	
BACHELOR - TECHNICAL	30840 8	36643 24 41100/32500	34370 19	33821 15	29500 2	33879 62 44000/28200	

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	39472 18			39000 2	59167 3			36900 3	
MBA--TECH	48375 4			50000 2			35000 1	53000 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				37520 2					60000 1
MBA--TECH		30000 1		37680 1	72000 1				60000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH		35000 2	38000 1			32000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH							45000 2	38000 1	40160 5
MBA--TECH							44256 2		56333 3

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	43750 2	35000 1	47600 5	44000 1				36000 1	36000 1
MBA--TECH		38000 1							

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		38333 3					40000 1
MBA--TECH						52000 2	37000 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28619 654 44000/26500	27897 117 36000/24000	20000 1	27189 8					29340 5
BUSINESS ADMINISTRATION	28000 1	25450 4	19399 3	22800 4			20000 1		25200 1
DISTRIBUTION MANAGEMENT							24000 1		36000 1
ECONOMICS & FINANCE	29098 27 33000/28500	28708 27 35500/26000	20650 8	25878 49 32000/22000	30563 8	32167 3	14500 1	30000 2	28862 43 33000/24000
HOTEL/RESTAURANT MGMT.							16600 1		26000 1
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARKETING MANAG		19200 1	36000 1	24529 7	35000 1			20000 1	25067 3
REAL ESTATE						36500 1	16800 1		32000 1
COMMUNICATIONS		18000 1							
JOURNALISM		16000 1							
HUMAN ECOLOGY (HOME ECONO		29532 1							
LETTERS (incl. English)				20000 1					
HUMANITIES - OTHER		30480 1	20000 1	18000 1					36000 1
POLITICAL SCIENCE/GOVT			26000 1						34200 1
PSYCHOLOGY		23600 1							20000 1
COMPUTER ENGINEERING			33000 1						
ELECTRICAL/ELECTRONIC				34960 3					
INDUSTRIAL ENGINEERING				31000 1					33900 1
COMPUTER SCIENCE			28700 1						

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	20000 1	23056 4							
BUSINESS ADMINISTRATION	21667 3	22538 8	25275 4						
ECONOMICS & FINANCE	25499 7	25375 8	24564 2						
MARKETING/MARKETING MANAG		25376 3	24317 3					30000 1	
REAL ESTATE	22000 1								
COMMUNICATIONS	20000 1				23000 1	23000 1	19725 4		17833 3
JOURNALISM					15000 1	15772 5			18500 1
TELECOMMUNICATIONS/BROADC						20000 1			
HUMAN ECOLOGY (HOME ECONO				21000 1					
FOREIGN LANGUAGES			20000 1						
LETTERS (incl. English)					21000 1				
VISUAL & PERFORMING ARTS				16640 2					
HUMANITIES - OTHER	24000 1			18000 2				28098 2	27078 2
HISTORY			16000 1						
POLITICAL SCIENCE/GOVT			26000 1						
PSYCHOLOGY								17680 1	
SOCIOLOGY		16350 1							
SOCIAL SCIENCES-OTHER		22000 1							
AEROSPACE & AERONAUTICAL				33000 1					
INDUSTRIAL ENGINEERING								33000 2	
MECHANICAL ENGINEERING			32500 1	35222 9			38400 1		
METALLURGICAL ENGINEERING							34560 1		
NUCLEAR ENGINEERING				36000 1					

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
OTHER PHYSICAL & EARTH SC		31000 1							

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			28833 3						25383 6
BUSINESS ADMINISTRATION	21000 1	32500 1	25464 11				23870 18	21500 1	
DISTRIBUTION MANAGEMENT			30000 1	28900 10					
ECONOMICS & FINANCE			23375 4	19000 1			27020 13		25175 4
HOTEL/RESTAURANT MGMT.		20400 1		30250 2			16000 1		
HUMAN RESOURCES (incl. LA							30000 1		
MARKETING/MARKETING MANAG	23000 1	26287 8	25592 53 33000/22000	23000 2	21640 5		28131 102 45000/18000		
REAL ESTATE							30000 1		
ADVERTISING	38000 1						34000 1		
COMMUNICATIONS		30000 1	20000 1				25396 15		
JOURNALISM			23700 5				22300 3		
TELECOMMUNICATIONS/BROADC			23625 4				29750 2		
ELEMENTARY EDUCATION							23000 1		
HUMAN ECOLOGY (HOME ECONO			21000 1				11136 1		
TEXTILES & CLOTHING			22179 14						
LETTERS (incl. English)	19000 1		22500 1		14000 1		26000 2		
HUMANITIES - OTHER							19700 3		
HISTORY			15000 1				14000 1		
POLITICAL SCIENCE/GOVT							28500 1	16000 1	
PSYCHOLOGY			22250 2				23560 5	17160 1	
SOCIOLOGY			22500 1				12000 1		
SOCIAL SCIENCES-OTHER		33000 1	23200 5				26867 18	20000 1	
CHEMICAL ENGINEERING		42000 1					38093 3		

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
CIVIL ENGINEERING							30000 1		
COMPUTER ENGINEERING							33733 3		
ELECTRICAL/ELECTRONIC							33322 15		
INDUSTRIAL ENGINEERING				36000 1			25000 1		
MECHANICAL ENGINEERING		34200 1					33383 15		
ENGINEERING TECHNOLOGY							31496 2		
ACTUARIAL			28000 1						
BIOLOGICAL SCIENCES							20000 1		
CHEMISTRY							28200 2		

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			18000 1		18700 1				17000 1
DISTRIBUTION MANAGEMENT			19200 1						
ECONOMICS & FINANCE			24739 3						
HUMAN RESOURCES (incl. LA			33500 1						
MARKETING/MARKETING MANAG			24500 1						
JOURNALISM					23000 2				
TEXTILES & CLOTHING							17033 2		
FOREIGN LANGUAGES		27000 1							
CRIMINAL JUSTICE		18200 1	25500 1						
HISTORY			26867 3						
POLITICAL SCIENCE/GOVT			18000 1						
SOCIAL SCIENCES-OTHER		21367 2	21000 1						
AEROSPACE & AERONAUTICAL							30580 4		33845 4
CHEMICAL ENGINEERING							39435 4	37892 5	39342 24 44400/35600
CIVIL ENGINEERING					27000 1		29085 119 42000/26000	33414 7	33800 1
COMPUTER ENGINEERING		28000 1		36600 3			30000 1		
ELECTRICAL/ELECTRONIC							32588 33 38000/28000		34771 42 41500/30000
INDUSTRIAL ENGINEERING							35100 1	32004 1	34233 44 50004/30000
MECHANICAL ENGINEERING							33793 76 42300/28000	32660 2	35546 173 42300/32496
METALLURGICAL ENGINEERING							32310 2		34399 17
MINING (INCL GEOLOGICAL)							33413 6	31514 7	36600 2
ENGINEERING TECHNOLOGY									34746 2
INDUSTRIAL TECHNOLOGY									27500 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
COMPUTER SCIENCE							30940 1		35000 2
INFORMATION SCIENCES			20000 1						
CHEMISTRY								30060 2	
MATHEMATICS			30000 1						
PHYSICS			16800 1						
OTHER PHYSICAL & EARTH SC		25000 1	27600 1						

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS					28500 1				
POLITICAL SCIENCE/GOVT								30000 1	
AEROSPACE & AERONAUTICAL	31630 2	31000 1	31000 2			32804 4	36500 1	29850 2	33144 5
AGRICULTURAL ENGINEERING							39000 1	28000 1	33500 1
ARCHITECTURAL ENGINEERING									29400 1
CHEMICAL ENGINEERING	34000 1		35900 1		41046 26 44000/39564	40000 1	40119 135 44400/37800	39625 4	39182 23 42720/33000
CIVIL ENGINEERING					31500 2	32000 1		32300 5	28721 44 37000/25750
COMPUTER ENGINEERING	34160 10		34842 47 54000/29400	36539 28 39000/35100	35600 1		35500 2	35333 3	35447 18
ELECTRICAL/ELECTRONIC	34106 17	34401 47 39000/31000	34663 14	36132 62 39600/34200	33729 7	35284 10	36186 7	34881 27 41880/29000	35427 75 50000/31000
INDUSTRIAL ENGINEERING	32767 6		35000 2	30000 1		37000 2		34375 4	32771 36 37000/30000
MECHANICAL ENGINEERING	34960 2	36021 17		33915 9	34962 9	36288 8	36500 3	35273 52 42900/30600	34381 101 42300/31000
METALLURGICAL ENGINEERING			33960 1		36500 1	28750 2	35600 3	34618 2	32191 9
MINING (INCL GEOLOGICAL)									34800 1
NUCLEAR ENGINEERING						35000 1			35910 4
PETROLEUM ENGINEERING									43100 1
ENGINEERING TECHNOLOGY		30000 1	24000 1	30000 2			36000 1	44000 1	34409 9
INDUSTRIAL TECHNOLOGY	31800 1								
PLANT SCIENCES									25000 1
COMPUTER SCIENCE	32835 13		34429 29 39000/32000		28000 3				32170 23 37100/26000
SYSTEMS ANALYSIS				36140 1					
BIOLOGICAL SCIENCES					24000 1				
CHEMISTRY					32232 4	25200 1	36900 1		
MATHEMATICS					38400 1				27000 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	17500 2								23500 2
COMMUNICATIONS									16163 1
TELECOMMUNICATIONS/BROADC									13000 1
CRIMINAL JUSTICE									12000 1
PSYCHOLOGY	25350 2						13000 1		12933 3
CIVIL ENGINEERING		29000 1							
MECHANICAL ENGINEERING			35000 1						31250 1
ALLIED HEALTH			28624 2						21000 1
HEALTH SCIENCES			27000 1						
NURSING				27222 18					
PHARMACY						41500 1			
BIOLOGICAL SCIENCES							10500 1		21561 4

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					28167 3	28075 4			
BUSINESS ADMINISTRATION					28383 6	29750 2	25000 1		
DISTRIBUTION MANAGEMENT							30000 1		
ECONOMICS & FINANCE	19500 1		18750 1		28250 2	29000 3			
HUMAN RESOURCES (incl. LA	14000 1								
MANAGEMENT INFO SYSTEMS					27467 12	30233 37 34000/27800	29160 16		
MARKETING/MARKETING MANAG						27500 1			
COMMUNICATIONS			13500 1						
JOURNALISM	20000 1								
TELECOMMUNICATIONS/BROADC							28000 1		
ELEMENTARY EDUCATION						20000 1			
PRE-ELEMENTARY EDUCATION				19000 1					
LETTERS (incl. English)		13000 1							
HUMANITIES - OTHER	22800 1	18000 1			21996 1	29700 1	33672 1		
POLITICAL SCIENCE/GOVT							25370 1		
PSYCHOLOGY	21600 1	14500 2		17430 1		17000 1			
SOCIOLOGY	14000 1	24475 4		22000 1					
SOCIAL SCIENCES-OTHER	18000 1			19128 4	28000 1				
AEROSPACE & AERONAUTICAL						32667 3			
AGRICULTURAL ENGINEERING									31667 3
COMPUTER ENGINEERING					30162 20 38100/27000	34510 10	33642 15		
ELECTRICAL/ELECTRONIC					33312 8	32800 5	33000 4		
INDUSTRIAL ENGINEERING		31000 1				30972 18	31000 1		29000 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
MECHANICAL ENGINEERING		31000 1			30000 1		31000 1		
ENGINEERING TECHNOLOGY					33600 2				
AGRIBUSINESS									22000 3
ANIMAL SCIENCES									19750 2
NATURAL RESOURCES									21000 2
COMPUTER SCIENCE					29639 68 39000/26000	32224 33 39000/30500	32965 29 49000/27000		
COMPUTER PROGRAMMING					24000 1				
INFORMATION SCIENCES					30332 2	28938 13	33248 2		
SYSTEMS ANALYSIS						31000 1			
ACTUARIAL								35103 7	
MATHEMATICS					28000 1			32500 4	

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29257 7		28000 2					
BUSINESS ADMINISTRATION		29386 7	26400 3	22617 46 33000/18600					12000 1
ECONOMICS & FINANCE		29877 35 35000/26000		25057 16					
HOTEL/RESTAURANT MGMT.				21082 17					
HUMAN RESOURCES (incl. LA			20625 4						
MANAGEMENT INFO SYSTEMS		31089 9		40000 1					
MARKETING/MARKETING MANAG		28000 3	25000 1	23889 26 32400/20800					
REAL ESTATE		34000 3		30000 1					
COMMUNICATIONS				22136 14					
JOURNALISM				22250 2					22000 1
TELECOMMUNICATIONS/BROADC		29900 1							
ELEMENTARY EDUCATION						22000 2			20191 23 27456/13000
PRE-ELEMENTARY EDUCATION									15323 7
PHYSICAL EDUCATION									24381 3
SPECIAL EDUCATION									21233 3
HUMAN ECOLOGY (HOME ECONO				22067 6					
FOREIGN LANGUAGES				26000 1					24798 2
LETTERS (incl. English)		10400 1		17833 3					24000 1
VISUAL & PERFORMING ARTS				21000 1					22334 2
HUMANITIES - OTHER				22550 4					
HISTORY				19000 2		16000 1			
POLITICAL SCIENCE/GOVT									27000 2
PSYCHOLOGY			19000 2	20673 2					10400 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
SOCIOLOGY									13000 1
SOCIAL SCIENCES-OTHER				23250 2					22936 6
AEROSPACE & AERONAUTICAL		31000 2							
BIOENGINEERING & BIOMEDIC		35000 1							
CHEMICAL ENGINEERING		33180 5		40500 1				40000 1	
CIVIL ENGINEERING		29345 9		32400 1					
COMPUTER ENGINEERING		31140 7							
ELECTRICAL/ELECTRONIC		32273 11		36000 1					
INDUSTRIAL ENGINEERING		32791 29 40000/30000		35100 1					
MECHANICAL ENGINEERING		31387 6		35000 2					15600 1
METALLURGICAL ENGINEERING				36000 2					
ENGINEERING TECHNOLOGY		30000 1							
COMPUTER SCIENCE		32184 31 35000/30000							
HEALTH SCIENCES									20800 1
ACTUARIAL		34900 2							
BIOLOGICAL SCIENCES				23000 1				18700 2	21115 4
CHEMISTRY								31500 3	
MATHEMATICS		31125 4							18987 6
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28637 682 44000/26500	27778 155 36000/23600	21693 15	25520 70 33000/21500	31056 9	33250 4	18380 5	26667 3	28834 58 36000/24000
BACHELOR - TECHNICAL			30850 2	33970 4					33900 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23535 14	23600 25 40000/17000	23765 12	18056 5	19667 3	17409 7	19725 4	25969 4	21026 6
BACHELOR - TECHNICAL		31000 1	32500 1	35091 11			36480 2	33000 2	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	25250 4	27183 12	24593 107 37000/21000	27633 15	20367 6		25604 190 45000/18000	18665 4	25300 10
BACHELOR - TECHNICAL		38100 2	28000 1	36000 1			32801 43 41000/28200		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		21983 4	24194 13		21567 3		17033 2		17000 1
BACHELOR - TECHNICAL		26500 2	23600 4	36600 3	27000 1		31361 247 42300/27252	33392 24 41000/29000	35431 312 50004/31380

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL					28500 1			30000 1	
BACHELOR - TECHNICAL	33536 52 42500/29000	34700 66 39000/31000	34507 97 54000/30996	35870 103 39600/33000	36880 55 44000/31000	34602 30 40000/30000	39643 154 44400/36000	35054 101 45000/29500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21425 4						13000 1		
BACHELOR - TECHNICAL		29000 1	29812 4	27222 18		41500 1	10500 1		

AVERAGE SALARY OFFERS MAY 1993 MCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 — 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	18557 7	19738 8	16125 2	19277 7	27636 25 33500/24000	29392 50 35000/26500	28981 21 33672/25370		
BACHELOR - TECHNICAL		31000 2			30049 103 39000/26700	31749 83 39000/28400	33098 52 49000/29000	34156 11	24682 11

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29732 66 35000/26000	22470 10	22946 146 40000/19000		20000 3			20298 53 32000/12940
BACHELOR - TECHNICAL		32049 108 40000/29000		34333 9				28650 6	19445 13

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Knox College
Lawrence University
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar College
University of Toledo
Tri-State University
Washington University - Business
Washington University - Engineering
Wayne State University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1993 through June 10, 1993) and cumulatively (September 1, 1992, and June 10, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 5 JULY 1993

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	337	651	$28116	$27653	$32100	$28500	$24000	1152	2557	$28341	$27775	$32000	$28900	$25000
BUSINESS ADMINISTRATION	213	369	24704	24290	30834	24500	18000	347	903	24332	24456	30800	24000	18000
DISTRIBUTION MANAGEMENT	5	15	25500	24000	*	*	*	20	38	27785	25861	33000	26750	24000
ECONOMICS & FINANCE	268	446	27364	27155	33000	27500	20050	536	1016	27391	26979	32500	28000	21500
HOTEL/RESTAURANT MGMT.	38	47	18982	19586	23000	19250	14000	61	86	19987	20561	24000	21000	14560
HUMAN RESOURCES (incl. LA	15	23	21727	21696	*	*	*	22	52	22087	22895	27000	21500	16000
MANAGEMENT INFO SYSTEMS	22	68	29440	30149	32000	28650	27000	99	298	29684	29465	33500	29500	27000
MARKETING/MARKETING MANAG	153	377	25493	24851	31800	25000	18000	377	956	25538	24638	31000	25000	19200
REAL ESTATE	1	1	18000	18000	*	*	*	10	13	28730	26968	*	*	*
COMMUNICATIONS														
ADVERTISING	9	12	17667	19333	*	*	*	11	33	21000	21800	*	*	*
COMMUNICATIONS	34	54	21747	22006	27560	22000	15000	78	169	22132	21821	30000	22950	16163
JOURNALISM	28	35	21034	20555	26500	20900	14000	50	76	20704	19893	26500	20400	15000
TELECOMMUNICATIONS/BROADC	9	13	24333	23423	*	*	*	19	34	24416	23116	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	9	37	21790	22855	*	*	*	36	233	20764	20112	27000	21785	13000
PRE-ELEMENTARY EDUCATION	13	14	17553	17247	*	*	*	21	30	16879	16444	21000	18000	12940
PHYSICAL EDUCATION	1	2	13000	17182	*	*	*	4	17	21536	21330	*	*	*
SPECIAL EDUCATION	7	10	23703	22892	*	*	*	10	51	22962	21311	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	10	21	20840	20604	*	*	*	20	46	21173	20542	28000	21000	13500
TEXTILES & CLOTHING	9	14	19438	21031	*	*	*	25	40	20780	22163	25000	21000	17000
MERCHANDISING MANAGEMENT	+	7	+	21914				+	15	+	21360			
HUMANITIES														
FOREIGN LANGUAGES	7	15	24743	24680	*	*	*	12	26	24650	23568	*	*	*
LETTERS (incl. English)	19	45	21727	21250	*	*	*	32	110	20634	21096	28000	20500	14000
VISUAL & PERFORMING ARTS	9	16	21600	22625	*	*	*	14	52	20953	20667	*	*	*
HUMANITIES - OTHER	16	26	27375	25250	*	*	*	39	71	25341	24783	34800	23500	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	11	18	22295	21864	*	*	*	14	34	21496	21645	*	*	*
HISTORY	16	24	23072	22094	*	*	*	25	62	21950	22970	29000	22000	15000
POLITICAL SCIENCE/GOVT	31	58	25916	24933	33500	27000	15000	41	125	25890	24663	33500	26000	15000
PSYCHOLOGY	20	51	21555	20860	27500	21000	17000	47	147	20194	20503	27500	20000	13000
SOCIOLOGY	6	17	26000	22988	*	*	*	16	44	22109	21436	*	*	*
SOCIAL SCIENCES-OTHER	28	57	21020	20779	27500	21000	13853	71	136	23007	22380	30000	23233	16800
ENGINEERING														
AEROSPACE & AERONAUTICAL	11	26	32413	31303	*	*	*	42	81	32301	31641	35500	31580	29000
AGRICULTURAL ENGINEERING	+	5	+	30206				6	14	32583	31081	*	*	*
ARCHITECTURAL ENGINEERING	+	11	+	29792				1	29	29400	28535	*	*	*
BIOENGINEERING & BIOMEDIC	9	9	31411	31411	*	*	*	10	13	31770	29642	*	*	*
CHEMICAL ENGINEERING	49	162	39601	39722	42600	41000	34580	284	608	39744	39747	42600	40650	35600
CIVIL ENGINEERING	69	190	28845	29134	32000	28500	26064	261	514	29203	29234	32000	29000	26000
COMPUTER ENGINEERING	29	79	33404	31832	37000	35000	29000	199	337	34144	33743	38400	35100	29000
ELECTRICAL/ELECTRONIC	102	289	33939	33985	38000	35000	29000	490	1008	34528	34228	38012	35380	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	4	+	$28448				+	6	+	$31569			
INDUSTRIAL ENGINEERING	79	126	$32573	32564	$36600	$33000	$29000	233	381	$32879	32868	$36240	$33000	$29000
MECHANICAL ENGINEERING	154	339	34835	34372	39500	35000	30000	647	1201	34794	34535	39000	35100	30000
METALLURGICAL ENGINEERING	11	18	34231	34786	*	*	*	51	87	33848	34004	36600	34500	28500
MINING (INCL GEOLOGICAL)	7	16	32429	30450	*	*	*	23	38	32873	31813	36000	33000	29000
NUCLEAR ENGINEERING	3	4	34537	34453	*	*	*	9	13	35361	34650	*	*	*
PETROLEUM ENGINEERING	2	10	34500	36780	*	*	*	3	39	37367	38610	*	*	*
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	9	51	33002	27365	*	*	*	31	120	33238	28260	37992	34500	25200
INDUSTRIAL TECHNOLOGY	+	9	+	29757				2	12	29650	29593	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	17	22200	21626	*	*	*	8	37	22125	22471	*	*	*
ANIMAL SCIENCES	+	1	+	18778				2	24	19750	20745	*	*	*
PLANT SCIENCES	+	+	+	+				1	3	25000	25000	*	*	*
NATURAL RESOURCES	2	4	16820	15960	*	*	*	4	19	18910	20863	*	*	*
OTHER AGRICULTURAL SCIENC	4	4	25890	25890	*	*	*	4	20	25890	25708	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	55	123	31134	30739	36500	32000	25750	288	590	31680	31195	36500	31720	26700
COMPUTER PROGRAMMING	1	14	31700	32893	*	*	*	2	36	27850	30379	*	*	*
INFORMATION SCIENCES	5	37	30119	29848	*	*	*	23	132	29302	29440	32496	29500	27500
SYSTEMS ANALYSIS	+	2	+	31360				2	4	33570	32465	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	12	19	25919	26357	*	*	*	15	36	25951	26602	*	*	*
HEALTH SCIENCES	3	11	18667	25400	*	*	*	5	30	20760	22856	*	*	*
NURSING	26	94	33585	31881	42000	31600	28000	44	133	30982	31876	40000	30000	23040
PHARMACY	+	15	+	41065				1	77	41500	42796	*	*	*
SCIENCES														
ACTUARIAL	14	14	32398	32398	*	*	*	24	24	33212	33212	36000	34358	31000
ARCHITECTURAL & ENVIRONME	1	12	26415	21935	*	*	*	1	36	26415	23668	*	*	*
BIOLOGICAL SCIENCES	7	20	22700	22832	*	*	*	21	59	21167	22101	28686	22000	13520
CHEMISTRY	10	16	28104	27728	*	*	*	23	47	29700	29637	35500	29000	25200
GEOLOGY & GEOLOGICAL SCI	+	3	+	28933				+	8	+	27970			
MATHEMATICS	7	32	23271	26778	*	*	*	25	90	26189	26100	33000	27000	17400
PHYSICS	+	3	+	24333				2	10	20900	22728	*	*	*
OTHER PHYSICAL & EARTH SC	+	4	+	21799				5	15	24168	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	2030	4336						6001	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	241	454	$28508	$28281	$32000	$29000	$25500	923	1941	$28603	$28350	$32000	$29000	$26000
ACCOUNTING (PRIVATE)	79	173	26217	25760	30700	27000	20000	234	584	27251	26051	32100	28000	21000
COMMERCIAL BANKING (CONSU	10	37	28300	23722	*	*	*	27	117	24818	23825	33000	25000	15000
COMMERCIAL BANKING (LENDI	66	83	26585	26583	30000	27000	22000	140	182	26264	26089	30000	26500	22000
INVESTMENT BANKING (CORP	11	18	29045	29361	*	*	*	20	42	29950	29679	35000	29000	22500
INVESTMENT BANKING (MERG	1	1	29000	29000	*	*	*	5	10	32400	32200	*	*	*
INVESTMENT BANKING (REAL	2	4	25500	24510	*	*	*	7	12	20414	22412	*	*	*
INVESTMENT BANKING (SALE	6	24	29508	28981	*	*	*	9	37	28561	29636	*	*	*
FINANCIAL/TREASURY ANALYS	69	123	28304	27961	33000	29000	22500	128	323	28588	28199	33000	29300	23000
PORTFOLIO MANAGEMENT / BR	11	24	21660	24199	*	*	*	25	53	22710	23982	30000	22000	18000
UNDERWRITING	28	41	25164	25960	30000	24500	20000	54	92	24548	24922	30000	24064	17000
INSURANCE - CLAIMS	18	38	20915	22293	*	*	*	31	80	22392	22842	27000	23775	15000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	10	19333	22000	*	*	*	8	40	18535	20831	*	*	*
MEDIA PLANNING	3	10	19667	20750	*	*	*	6	22	19667	21309	*	*	*
REPORTING	5	12	19600	19125	*	*	*	12	25	18322	18034	*	*	*
COMMUNICATIONS-PRODUCTION	7	15	19857	20333	*	*	*	13	33	22374	21740	*	*	*
PUBLIC RELATIONS	11	15	21267	21169	*	*	*	17	53	23754	21376	*	*	*
WRITING / EDITING	7	13	21843	22915	*	*	*	13	32	21466	22039	*	*	*
MARKETING														
ADVERTISING	12	15	21608	21853	*	*	*	16	37	22519	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	18	36	28350	25839	*	*	*	32	103	28522	25524	35000	28750	22992
BUYER/MERCHANDISING	64	87	24816	24644	29000	24500	21000	172	239	24696	24541	29000	24500	21000
DISTRIBUTION	12	29	25590	26396	*	*	*	28	56	27056	27124	31680	26200	23000
MARKET RESEARCH	12	26	26986	27302	*	*	*	18	61	24780	25178	*	*	*
PURCHASING	5	7	24167	26091	*	*	*	5	13	24167	24387	*	*	*
SALES	201	365	26084	25893	33600	27000	17000	434	889	26539	25637	33600	27500	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	2	9	30000	23742	*	*	*	6	45	22443	21854	*	*	*
GOV'T-FINANCE, TAXATION,	10	22	26788	27491	*	*	*	20	79	26044	24914	28700	25400	23000
ECONOMIC PROGRAMS	2	4	23500	21625	*	*	*	2	12	23500	21197	*	*	*
LAW ENFORCEMENT	13	15	24473	24230	*	*	*	19	35	24162	24183	*	*	*
MILITARY	5	15	25800	26413	*	*	*	22	53	24451	24924	30000	24000	18057
NATIONAL SECURITY	1	1	18000	18000	*	*	*	4	5	31950	29760	*	*	*
URBAN / REGIONAL PLANNING	1	4	26415	31905	*	*	*	5	18	23623	26609	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	5	+	30800			
DESIGN / CONSTRUCT	52	188	30976	30348	36000	31070	27000	312	642	31336	30859	36600	30970	27000
ENVIRONMENTAL/SANITATION	17	50	30941	31124	*	*	*	41	112	32375	31339	37320	33000	28000
MANUFACTURING/INDUSTRIAL	78	145	34714	34451	39300	35000	30000	391	594	35241	34807	39400	35400	30600
SYSTEMS / PROGRAMMING	22	57	32664	32203	38000	33450	27000	74	167	33276	32803	38000	33660	28000
POWER SYSTEMS	12	39	35642	34036	*	*	*	78	130	34845	34206	37000	35500	31000
SOFTWARE DESIGN & DEVELOP	17	48	35921	34857	*	*	*	114	219	34718	34053	37500	35052	31000
HARDWARE DESIGN & DEVELOP	7	31	35486	35341	*	*	*	110	194	35846	35712	38500	36000	32500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	23	47	$33285	$33912	$40000	$35000	$28000	79	142	$35727	$34895	$42000	$36000	$28000
TESTING	8	22	34905	33139	*	*	*	38	81	34666	33087	38340	35950	30000
PROCESS ENGINEERING	29	107	39155	38976	42100	41000	35400	183	418	39566	39203	42300	40500	36000
PROJECT ENGINEERING	30	130	34774	33326	40000	36018	27600	132	411	34952	34608	40000	35750	29000
OTHER ENGINEERING	147	319	33991	33493	39500	34500	28000	502	1042	33854	33857	39000	34500	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	4	6	23750	19740	*	*	*	8	27	22588	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	29000	25035	*	*	*
MEDICAL TECHNOLOGY	3	7	20667	21680	*	*	*	7	20	25893	24871	*	*	*
NURSES / PERSONAL CARE	26	95	33585	31651	42000	31600	28000	44	138	30982	31592	40000	30000	23040
OCCUPATIONAL THERAPY	4	5	29206	28165	*	*	*	4	11	29206	27595	*	*	*
PHARMACIST	1	16	34000	40624	*	*	*	2	78	37750	42684	*	*	*
PHYSICAL THERAPY	2	8	23500	25485	*	*	*	4	13	17625	24375	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	8	27	22775	23030	*	*	*	22	70	20348	21606	31000	19600	13000
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	4	19	22250	20173	*	*	*	11	49	19900	19797	*	*	*
COUNSELING	7	31	21429	18852	*	*	*	17	69	21759	19540	*	*	*
FUNDRAISING / DEVELOPMENT	2	7	16250	14686	*	*	*	4	12	16188	15046	*	*	*
SOCIAL WORK	8	16	17300	17950	*	*	*	15	43	18223	19035	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	40	111	29359	28884	33000	29260	25000	168	443	29526	29229	34200	29500	25000
INFORMATION SYSTEMS	38	85	30763	30926	35300	32000	27000	171	302	30841	30361	35000	31098	27000
SYSTEMS ANALYSIS & DESIGN	39	76	29785	30137	36000	30000	25000	112	245	31172	31054	36000	31000	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	15	19	31571	31714	*	*	*	26	34	32665	31156	36000	34358	27000
AGRICULTUR/NATURAL RESOU	5	14	16500	18088	*	*	*	16	57	22125	20810	*	*	*
ARCHITECTURE	+	6	+	19917				+	18	+	21427			
CONSULTING	149	242	30354	30491	34000	30430	26000	323	618	30794	30983	34528	31000	27000
HUMAN RESOURCES	16	22	26057	25564	*	*	*	26	69	24677	23822	32000	24000	16000
MANAGEMENT TRAINEE	213	488	22033	22937	27000	22500	16500	368	1113	22696	23386	28000	23000	17000
MATH/STATISTICIANS	1	5	22000	23000	*	*	*	1	12	22000	25167	*	*	*
PARALEGAL	4	9	24750	22222	*	*	*	7	20	22714	21280	*	*	*
RESEARCH - NONTECHNICAL	6	8	16083	17813	*	*	*	6	15	16083	22148	*	*	*
RESEARCH - TECHNICAL	11	17	23564	25365	*	*	*	17	38	25359	27287	*	*	*
TEACHING	46	84	20552	21394	27000	20000	14000	112	438	20303	20363	27000	20780	13000
TOTALS	2030	4336						6001	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 5 JULY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	11	32	$32136	$29603	*	*	*	19	100	$32868	$30488	*	*	*
MBA--NON-TECH	125	188	37956	36808	$47000	$36000	$28500	181	410	38987	36657	$50000	$38000	$30000
MBA--TECH	20	28	39643	39113	45600	40400	32500	42	69	44370	42051	59000	41500	33000
MS-BUSINESS	+	+	+	+				2	7	39500	33643	*	*	*
ECONOMICS & FINANCE (BANK	5	8	35700	32813	*	*	*	16	23	38388	34868	*	*	*
HUMAN RESOURCES (INCL LAB	1	2	36000	27000	*	*	*	2	15	38000	30493	*	*	*
MANAGEMENT INFORMATION SY	3	4	34667	35500	*	*	*	7	17	39143	36871	*	*	*
MARKETING/MKTNG MGT (RESE	1	5	54000	32260	*	*	*	6	12	47499	38275	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				1	2	30000	25900	*	*	*
JOURNALISM	+	1	+	24000				+	3	+	23667			
EDUCATION														
EDUCATION ADMINISTRATION	3	3	34324	34324	*	*	*	4	18	32243	28773	*	*	*
ELEMENTARY EDUCATION	2	2	30500	30500	*	*	*	4	27	29000	27660	*	*	*
PHYSICAL EDUCATION	1	1	14500	14500	*	*	*	1	2	14500	20000	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	1	2	34000	30400	*	*	*	2	7	31000	26869	*	*	*
HUMANITIES														
HUMANITIES - OTHER	2	2	30500	30500	*	*	*	4	8	30750	28714	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	34000				+	10	+	33530			
SOCIAL SCIENCES - OTHER	2	6	32500	25128	*	*	*	3	8	33747	28376	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	1	39200	39200	*	*	*	11	12	40913	42504	*	*	*
AGRICULTURAL	+	2	+	38000				3	5	45000	42200	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				2	2	38000	38000	*	*	*
CHEMICAL	6	8	36284	39713	*	*	*	17	29	40187	41049	*	*	*
CIVIL	7	19	32429	33007	*	*	*	48	73	33982	34098	43500	32850	28500
COMPUTER	5	6	40800	40440	*	*	*	20	36	39038	39518	45000	40530	33000
ELECTRICAL/ELECTRONIC	16	38	40139	40521	*	*	*	156	235	40935	41046	44800	41600	36000
INDUSTRIAL	8	11	36910	36359	*	*	*	25	44	40123	39298	50000	38480	34000
MECHANICAL	15	29	39747	39514	*	*	*	145	175	40899	40624	45000	41667	36500
METALLURGICAL	1	2	38500	35750	*	*	*	2	4	37250	36875	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				3	3	$43333	$43333	*	*	*
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	2	3	$48000	$38000	*	*	*	2	3	48000	38000	*	*	*
HEALTH SCIENCES	+	6	+	31770				2	13	31500	30576	*	*	*
NURSING	2	2	55000	55000	*	*	*	2	5	55000	39634	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	2	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	1	3	25000	30833	*	*	*	12	16	35586	34471	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	8	34960	37625	*	*	*	54	94	38985	37920	$47100	$39300	$30500
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	43000				+	10	+	36800			
MATHEMATICS (INCL ACTUARI	4	8	29350	31550	*	*	*	13	17	33830	33811	*	*	*
PHYSICS	1	1	15000	15000	*	*	*	2	3	29500	33000	*	*	*
POLYMER	+	+	+	+				1	1	37000	37000	*	*	*
TOTALS	251	436						814	1523					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	34	65	$41675	$44037	$55000	$40000	$33000	98	190	$50433	$45644	$65000	$53000	$34000
MBA--TECH	16	21	56250	53867	*	*	*	38	53	56134	53345	60000	55000	50000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	86	133	46972	47254	60000	45000	35000	193	322	53397	50566	72000	53000	36500
MBA--TECH	29	42	58840	56916	70000	58000	52000	101	143	59206	56339	75000	56000	52500
OVER 4 YEARS														
MBA--NON-TECH	57	113	55232	51802	68000	55000	42000	118	298	56604	52317	72000	55100	45000
MBA--TECH	45	71	58592	56572	70000	57000	48000	83	130	59577	57614	75000	57500	50000
TOTALS	267	445						631	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				1	1	$45000	$45000	*	*	*
COMPUTER & INFOR SCIENCES	1	4	$47000	$62500	*	*	*	11	18	52185	55486	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	6	7	57917	53286	*	*	*	6	14	57917	50929	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	2	2	37000	37000	*	*	*	2	4	37000	35675	*	*	*
SOCIOLOGY	1	3	34000	31288	*	*	*	1	3	34000	31288	*	*	*
SOCIAL SCIENCES	+	1	+	40000				+	2	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	8	12	55175	55408	*	*	*	25	47	55030	54843	$59400	$56000	$50000
CIVIL	1	1	50000	50000	*	*	*	3	4	58833	53125	*	*	*
COMPUTER	1	5	50000	60720	*	*	*	5	10	53200	58627	*	*	*
ELECTRICAL/ELECTRONIC	1	6	63700	56291	*	*	*	25	46	58172	56552	63700	58800	52500
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				19	27	50156	51654	*	*	*
METALLURGICAL	2	2	35000	35000	*	*	*	10	15	48902	50317	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	5	5	34600	34600	*	*	*	5	6	34600	33000	*	*	*
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	4	8	38475	48200	*	*	*	21	31	50124	51365	56000	53000	40000
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				1	4	33000	42763	*	*	*
MATHEMATICS	+	1	+	70000				+	1	+	70000			
PHYSICS	+	+	+	+				2	7	57750	51971	*	*	*
POLYMER	+	3	+	56180				+	3	+	56180			
TOTALS	32	60						137	246					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28701 885 44000/26500			26610 32 35000/24000	33800 5	25153 5	28289 6	28444 9	31200 1
BUSINESS ADMINISTRATION	29357 7	13500 1		22240 10	27250 4	23571 7	28500 2	29373 20 35000/26000	
DISTRIBUTION MANAGEMENT					24000 1		29750 2		
ECONOMICS & FINANCE	29985 33 35500/29000		29000 1	26230 131 40000/22000	29228 20 60000/20050		27714 7	30354 83 41000/27000	
HUMAN RESOURCES (incl. LA				15000 1					
MANAGEMENT INFO SYSTEMS	32357 7			28350 2		29925 1	28447 18	30192 12	
MARKETING/MARKETING MANAG		21250 4		24856 16	35000 1	24450 4	23436 14	27800 10	
REAL ESTATE	35000 1				36500 1			33500 2	
ADVERTISING		22000 4							
COMMUNICATIONS		30000 1		26000 2		18375 4		20000 3	
JOURNALISM		16000 3		45000 1		18984 9		30000 1	
TELECOMMUNICATIONS/BROADC						19600 5	28000 1	29900 1	
FOREIGN LANGUAGES							20000 1		
LETTERS (incl. English)	24000 1			18000 3					
VISUAL & PERFORMING ARTS		16640 1							
HUMANITIES - OTHER				19000 2		52000 1	29928 2		
CRIMINAL JUSTICE				20000 1				28500 1	
HISTORY				23004 1				26000 3	
POLITICAL SCIENCE/GOVT				31250 2	15000 1			29167 12	
PSYCHOLOGY						25000 1		22800 2	
SOCIOLOGY				26000 1					
SOCIAL SCIENCES-OTHER				29500 4		15000 2		14000 1	12000 1
AEROSPACE & AERONAUTICAL					33000 2			33250 8	30940 2

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ARCHITECTURAL ENGINEERING									29400 1
BIOENGINEERING & BIOMEDIC							31800 1	30600 5	
CHEMICAL ENGINEERING							35900 1	35000 14	38985 13
CIVIL ENGINEERING			30000 1					28982 65 31600/27000	30308 53 42000/27000
COMPUTER ENGINEERING				37333 3	29667 3	36243 7	32904 19	32289 24 38100/29000	21600 1
ELECTRICAL/ELECTRONIC	32299 5	35100 1		32250 2		36096 10	33785 7	33357 47 39500/30000	32851 36 42000/28000
INDUSTRIAL ENGINEERING	32000 1			40502 2		35825 4	31833 3	31720 59 40000/29000	33972 7
MECHANICAL ENGINEERING						38592 1	35500 1	32559 37 38700/29000	33503 37 40000/28000
METALLURGICAL ENGINEERING								38500 1	34500 1
MINING (INCL GEOLOGICAL)								33800 2	31833 6
ENGINEERING TECHNOLOGY	36000 1					33000 2	29248 4		44000 1
INDUSTRIAL TECHNOLOGY							31800 1		
PLANT SCIENCES						25000 1			
NATURAL RESOURCES								22320 2	13000 1
COMPUTER SCIENCE	33750 10			31292 11	36000 1	34500 16	29813 64 39000/26000	32049 59 49000/29000	29070 4
COMPUTER PROGRAMMING							24000 1		
INFORMATION SCIENCES						29500 1	28813 8		
SYSTEMS ANALYSIS							31000 1		
ACTUARIAL								35140 10	
BIOLOGICAL SCIENCES									20000 1
CHEMISTRY								28040 2	
MATHEMATICS							23000 1	31375 8	
PHYSICS									25000 1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	27266 16	20000 1		25664 17		21040 11	12000 1		18900 2
BUSINESS ADMINISTRATION	24010 18	21100 5		24791 32 31200/20000		22398 133 52000/17500	18000 1		
DISTRIBUTION MANAGEMENT						29375 4			
ECONOMICS & FINANCE	27460 58 40000/20000	15600 1	22000 2	25595 29 40000/19200	27833 3	24500 38 36000/22000	27000 2		
HOTEL/RESTAURANT MGMT.	16600 1	19382 11	18986 37 26000/14000			19520 2			
HUMAN RESOURCES (incl. LA				18500 1		18000 3			
MANAGEMENT INFO SYSTEMS	28000 8	25000 1		29241 19		34000 1			
MARKETING/MARKETING MANAG	21450 6		16590 4	23310 17	18000 1	24229 129 32000/20000	22000 1		27833 3
REAL ESTATE								30000 1	
ADVERTISING				34000 1					17667 3
COMMUNICATIONS		22500 2	19250 2	21333 3		23496 21 32500/21000			14130 4
JOURNALISM				20250 2		22179 14			16263 7
TELECOMMUNICATIONS/BROADC						23333 6			
ELEMENTARY EDUCATION						23000 1			
HUMAN ECOLOGY (HOME ECONO			21780 5			24857 7			
TEXTILES & CLOTHING						20592 21 25000/17000			
FOREIGN LANGUAGES				20000 1		25500 2			
LETTERS (incl. English)		22500 1		23140 3		21214 7			17000 4
VISUAL & PERFORMING ARTS				23800 1		20667 3	16000 1		
HUMANITIES - OTHER	28836 2	12000 1		23250 2	28000 1	21775 8			21000 2
CRIMINAL JUSTICE				20000 1		18820 2		19268 3	
HISTORY	32500 1	16000 1		18400 5	20000 2	15000 1			
POLITICAL SCIENCE/GOVT	27550 4		30000 1	20783 6		18000 2			

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PSYCHOLOGY		15600 1		16075 4		21143 7	23345 1		
SOCIOLOGY	33000 1			16350 1		24250 2			
SOCIAL SCIENCES-OTHER				22371 5	21000 1	21682 11			
CIVIL ENGINEERING						30400 1			
COMPUTER ENGINEERING				29000 2		27000 1			
ELECTRICAL/ELECTRONIC	36400 1					15000 1	36000 1		
INDUSTRIAL ENGINEERING	33250 4					27750 2			33500 1
MECHANICAL ENGINEERING				32500 1		35000 1			
AGRIBUSINESS						26000 1			
OTHER AGRICULTURAL SCIENC			23000 2			30000 1			
COMPUTER SCIENCE	31250 6		32000 2	29748 12		28833 6			
INFORMATION SCIENCES	24000 1			30881 2		30000 2			
HEALTH SCIENCES							20000 1		
ACTUARIAL	36000 1			32881 11		28000 1			
BIOLOGICAL SCIENCES						22000 1			
MATHEMATICS				28000 2				30000 1	
OTHER PHYSICAL & EARTH SC				31000 1				25000 1	

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SERVICE	
ACCOUNTING	28869	9			27286	7	27433	3	23000	3	24558	9	24359	14	21913	3	25000	1
BUSINESS ADMINISTRATION	18867	3	21500	2	23800	6	26400	2	12000	1	22890	5	20100	2	23000	4	27333	3
DISTRIBUTION MANAGEMENT					24000	2	24667	3			19200	1						
ECONOMICS & FINANCE	18883	6	24000	2	23550	8	26933	3	19988	4	24622	10	19000	1	25800	1	27333	3
HOTEL/RESTAURANT MGMT.					23125	4									24500	1		
HUMAN RESOURCES (incl. LA			16000	1	24000	1					27328	3					24000	1
MANAGEMENT INFO SYSTEMS					28833	3	27800	1					25200	1	29400	1	31700	1
MARKETING/MARKETING MANAG			23850	4	24825	8					23600	2					26000	1
REAL ESTATE	23760	5																
ADVERTISING															16500	2		
COMMUNICATIONS					19950	4			17008	2			30000	1	16163	1	19000	1
JOURNALISM			16000	1					22150	2							16000	1
ELEMENTARY EDUCATION									20721 28000/13000	34								
PRE-ELEMENTARY EDUCATION									19133	11								
PHYSICAL EDUCATION									24381	3							13000	1
SPECIAL EDUCATION									22962	10								
HUMAN ECOLOGY (HOME ECONO	11136	1															19000	1
FOREIGN LANGUAGES									26532	3			27000	1				
LETTERS (incl. English)	11200	2			12000	1			20167	3							13000	1
VISUAL & PERFORMING ARTS			21000	1					22389	3			21300	1				
HUMANITIES - OTHER	28000	1			22000	1			22400	2			38000	2	23000	1		
CRIMINAL JUSTICE													25500	4				
HISTORY									17325	2	25650	4						

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
POLITICAL SCIENCE/GOVT		24333 3			24685 2	18000 1	27667 3		
PSYCHOLOGY					19390 4	21600 1	17000 1	18311 7	21000 1
SOCIOLOGY					13000 1		25580 5		
SOCIAL SCIENCES-OTHER				25000 1	22487 7	21000 2	20747 5		27500 1
AEROSPACE & AERONAUTICAL						28000 2			
BIOENGINEERING & BIOMEDIC				36400 1					
CIVIL ENGINEERING		28667 3	28664 24 38500/27240	30000 1		32500 2	27646 43 33500/25680		
COMPUTER ENGINEERING	19000 1	34150 4		28333 3	30600 1	32750 2			
ELECTRICAL/ELECTRONIC		35000 6	33000 1	34572 25 41880/32496		31494 4	22126 1		
INDUSTRIAL ENGINEERING	25000 1	34600 1	32200 3	34800 6	33000 1			29000 3	34750 2
MECHANICAL ENGINEERING		33500 2	33883 6	36367 15	15600 1	32067 3			31250 1
MINING (INCL GEOLOGICAL)							27500 1		
NUCLEAR ENGINEERING				35600 3					
AGRIBUSINESS		21000 1							
COMPUTER SCIENCE		35000 3	34133 3	23592 2	29005 2	27500 2	22386 1		31700 1
INFORMATION SCIENCES			25000 1	29100 1		20000 1			
ALLIED HEALTH					30000 1			28207 10	20733 3
HEALTH SCIENCES								21000 3	20800 1
NURSING						30000 1	40000 1	30594 35 45000/23040	31867 6
ACTUARIAL							20000 1		
ARCHITECTURAL & ENVIRONME							26415 1		
BIOLOGICAL SCIENCES		19500 1			21781 6		22400 1	21750 2	15007 3
CHEMISTRY						18340 1			

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MATHEMATICS					20132 10				
PHYSICS						16800 1			
OTHER PHYSICAL & EARTH SC					18000 1	27600 1			

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SERVICE		OTHER NONPROFI		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATER		CHEMICALS, DRU	
ACCOUNTING					13500	1			26567	3	30350	4	27547	3	27600	1	32142	11
BUSINESS ADMINISTRATION									26300	1			29840	8	25500	2	29775	8
DISTRIBUTION MANAGEMENT																	29250	4
ECONOMICS & FINANCE	17000	3									30000	1	28767	6	30600	1	31069	11
HOTEL/RESTAURANT MGMT.	24000	1															26000	1
HUMAN RESOURCES (incl. LA					14000	1							20000	1	22000	1	27000	1
MANAGEMENT INFO SYSTEMS											30375	8					35733	3
MARKETING/MARKETING MANAG							27000	1			25620	5	31678	19	21250	4	30036	14
COMMUNICATIONS	18000	1					18667	3					25250	2			26950	4
JOURNALISM	23250	2			20000	2	26000	1										
PRE-ELEMENTARY EDUCATION	10400	1			15074	8	13000	1										
HUMAN ECOLOGY (HOME ECONO					13299	3												
FOREIGN LANGUAGES													26100	2				
LETTERS (incl. English)							21000	1					29200	2			30500	1
VISUAL & PERFORMING ARTS	28000	1	20800	1														
HUMANITIES - OTHER			21396	1			18000	1					41000	1				
CRIMINAL JUSTICE													23000	1				
POLITICAL SCIENCE/GOVT	30000	1											34200	1			17000	1
PSYCHOLOGY					18155	6							26000	1			27500	1
SOCIOLOGY					14000	1	18000	1										
SOCIAL SCIENCES-OTHER					17252	6	18000	1					26600	2	23000	1	33000	1
AEROSPACE & AERONAUTICAL									31452	16			32400	4			35000	1
AGRICULTURAL ENGINEERING											29000	3	34750	2				

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
CHEMICAL ENGINEERING						40514 7	39257 7	30000 1	39677 100 44400/36000
CIVIL ENGINEERING					32000 1			28940 30 36996/25750	38133 3
COMPUTER ENGINEERING					35352 2		35925 4		35500 1
ELECTRICAL/ELECTRONIC					33976 15	38000 2	35125 50 40000/31200	33724 4	37378 12
INDUSTRIAL ENGINEERING					33257 7	36000 2	33814 26 52000/29844	28000 3	35943 8
MECHANICAL ENGINEERING					34056 16	38008 13	35018 193 42500/31500	30884 5	36715 26 42900/35000
METALLURGICAL ENGINEERING					30420 1		35680 7		
MINING (INCL GEOLOGICAL)								36000 1	
NUCLEAR ENGINEERING							36000 1		
ENGINEERING TECHNOLOGY							37600 5		34500 1
AGRIBUSINESS						20000 5			
ANIMAL SCIENCES						19750 2			
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE					34508 5	26850 2	34725 4		36000 2
COMPUTER PROGRAMMING									31700 1
INFORMATION SCIENCES					31500 1		30298 2		
ALLIED HEALTH			15000 1						
NURSING			31200 1						
PHARMACY									41500 1
BIOLOGICAL SCIENCES	23000 1								20200 2
CHEMISTRY								36000 1	29733 16
MATHEMATICS					38400 1		27000 1		

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	31924	8	28733	9	29688	16	33750	2	2598	5	30500	1	29294	7	28157	7	30013	8
BUSINESS ADMINISTRATION	27783	8	26256	6	28333	14			26000	1			20000	1	29850	2		
DISTRIBUTION MANAGEMENT	39000	1							26000	1							31500	1
ECONOMICS & FINANCE	27926	10	29687	11	29625	4	27200	1	25250	2			30017	3	30622	9	30600	5
HOTEL/RESTAURANT MGMT.					20400	1											30250	2
HUMAN RESOURCES (incl. LA			27420	1	27000	2									20000	2		
MANAGEMENT INFO SYSTEMS	33331	3	27000	1	25000	1									31200	2	32500	2
MARKETING/MARKETING MANAG	27233	11	28900	4	27625 39700/25000	34	27500	1	26496	1			28500	1	27760	5	28500	1
COMMUNICATIONS	18000	1	22500	2	26963	3			25992	1					22967	3		
JOURNALISM															28900	1		
TELECOMMUNICATIONS/BROADC					29750	4												
HUMAN ECOLOGY (HOME ECONO	29532	1																
TEXTILES & CLOTHING	26500	2																
FOREIGN LANGUAGES			28000	1														
HUMANITIES - OTHER					27500	1											30480	1
HISTORY	27000	1													29000	1		
POLITICAL SCIENCE/GOVT			28500	1														
PSYCHOLOGY	27500	1			24667	3												
SOCIAL SCIENCES-OTHER	28500	1	16800	1	27500	4												
AEROSPACE & AERONAUTICAL			33440	5														
AGRICULTURAL ENGINEERING					39000	1												
CHEMICAL ENGINEERING	37033	3	36920	7	40713 42500/39000	29	40899	15	36800	2	38400	1	38828	8	40323 42780/37500	27	41584 44196/39996	30
CIVIL ENGINEERING			33800	1					28863	4					37000	1	30000	1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
COMPUTER ENGINEERING	35217 62 54000/29000	35667 43 38400/34996	36000 2	35500 2				31500 1	
ELECTRICAL/ELECTRONIC	35876 39 38880/33000	34962 141 39600/32000	35420 4	37165 4	31000 2		34620 4	36566 14	37780 5
INDUSTRIAL ENGINEERING	33872 10	34728 17	35000 7	34872 5	33750 4		33191 9	35500 1	29000 2
MECHANICAL ENGINEERING	35423 11	34966 62 43000/32580	34571 17	35202 17	32117 30 47000/28000		33804 10	38563 22 41000/36000	38223 22 42660/35000
METALLURGICAL ENGINEERING		36500 1		32700 1	33837 24 40000/28500				38000 1
MINING (INCL GEOLOGICAL)					34600 2	35297 6			30000 2
NUCLEAR ENGINEERING	35000 1								
PETROLEUM ENGINEERING									43100 1
ENGINEERING TECHNOLOGY	32864 3	35250 2	34000 1		28667 3			22000 1	
AGRIBUSINESS			30000 1						
OTHER AGRICULTURAL SCIENC			27560 1						
COMPUTER SCIENCE	32844 17	34286 19	36920 5	35500 1					34000 5
INFORMATION SCIENCES			33999 3						
SYSTEMS ANALYSIS		36140 1							
BIOLOGICAL SCIENCES			18000 1				30000 2		
CHEMISTRY		34470 2					28000 1		

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	24025	2			30000	1			29000	2	34000	2	25023	19
BUSINESS ADMINISTRATION	26000	2							29750	4	22770	2	23339 33000/17500	20
ECONOMICS & FINANCE	27500	2			30875	4	30600	1			30000	1	26467	15
HUMAN RESOURCES (incl. LA											30000	1	18000	1
MANAGEMENT INFO SYSTEMS	27000	1											27750	2
MARKETING/MARKETING MANAG	22000	5	30000	1	33100	6	46000	1	29167	3	34500	1	24278 33600/18000	34
ADVERTISING	23000	1												
COMMUNICATIONS	18000	1			31000	1	18000	1	25800	1			23500	3
JOURNALISM													19600	3
TELECOMMUNICATIONS/BROADC									36000	1			13000	1
ELEMENTARY EDUCATION													20000	1
HUMAN ECOLOGY (HOME ECONO									20000	1			21000	1
TEXTILES & CLOTHING									17033	2				
FOREIGN LANGUAGES													18000	1
LETTERS (incl. English)									29000	2				
VISUAL & PERFORMING ARTS													16640	1
HUMANITIES - OTHER											19998	2	26475	4
CRIMINAL JUSTICE													12000	1
HISTORY	15000	1									22000	1	22000	1
PSYCHOLOGY					31000	1							16750	4
SOCIOLOGY													19000	3
SOCIAL SCIENCES-OTHER					30333	3			27500	7			21000	3
AEROSPACE & AERONAUTICAL							36500	1			35220	1		

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BIOENGINEERING & BIOMEDIC			32167 3				
CHEMICAL ENGINEERING		41000 3				40208 11	42140 5
CIVIL ENGINEERING				28867 3	30000 1	31500 4	28434 19
COMPUTER ENGINEERING		40008 1	34395 2			30657 7	31500 1
ELECTRICAL/ELECTRONIC	36000 3	35910 2	33820 5	31200 1		33356 14	32116 21 37440/29000
INDUSTRIAL ENGINEERING		35267 3	29856 1			31164 14	30010 14
MECHANICAL ENGINEERING	33360 2	37371 14	35847 6	36885 6		34452 31 38000/31400	32404 38 40500/28000
METALLURGICAL ENGINEERING				31814 7		36000 1	32510 6
MINING (INCL GEOLOGICAL)							31000 3
NUCLEAR ENGINEERING			31000 1				36484 3
PETROLEUM ENGINEERING							34500 2
ENGINEERING TECHNOLOGY						33263 5	33742 2
INDUSTRIAL TECHNOLOGY		27500 1					
COMPUTER SCIENCE	24000 3	35000 2	34200 6		29000 1	26550 4	30893 7
MATHEMATICS						28000 1	

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28780 934 44000/26500	20081 14	29000 1	25923 209 45000/21000	29486 33 60000/20050	22253 39 52000/15000	26948 53 34000/20000	29413 160 41000/26000	21600 2
BACHELOR - TECHNICAL	33353 17	35100 1	30000 1	33429 18	31833 6	34977 42 50000/30000	30587 112 39500/26000	31813 343 50000/28000	32223 166 44000/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26642 115 40000/19860	19616 25 25000/14560	19416 51 30000/14560	24464 150 40000/17000	23813 8	23037 436 52000/18000	20764 7	21951 4	18186 25 38000/12000
BACHELOR - TECHNICAL	32069 13		27500 4	30901 31 36000/28500		27883 18	28000 2	27500 2	33500 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	22595 27 32000/14500	22314 14	24124 45 43000/19000	26362 13	21042 97 32000/14000	24060 38 37200/18057	24716 41 40000/20000	20847 21 32000/15000	23482 17
BACHELOR - TECHNICAL	22000 2	32367 21 39000/25000	30216 38 38500/26064	34264 57 41880/31000	22488 23 33000/16000	28821 20 36200/20000	27392 50 40000/24500	29177 53 45000/21600	26569 17

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	20790 10	21098 2	16230 28 21000/12940	19700 10	26500 4	29028 18	29680 49 50000/23000	23920 10	30279 61 40000/26000
BACHELOR - TECHNICAL	23000 1		23100 2		33325 65 38400/30940	33497 36 42300/22000	35006 306 52000/31000	29598 46 36996/25750	37581 174 45000/32000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	28729 48 40000/21000	27865 37 36000/23000	28048 87 39700/25000	30550 4	25875 11	30500 1	28634 12	28137 32 33500/23000	30454 20 34000/29500
BACHELOR - TECHNICAL	35028 146 54000/29880	35031 301 43000/32000	36975 72 42500/33000	37203 45 42500/33000	32631 71 47000/28000	35740 7	34525 34 41040/31000	38433 67 42780/35000	38789 69 44196/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	23203 15	30000 1	31569 16	31533 3	27429 23 36000/25800	27004 10	
BACHELOR - TECHNICAL	30840 8	36974 26 41100/32500	33980 24 41580/29856	33240 18	29500 2	33612 93 44000/28000	

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION)	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	37237 35 60000/31000	36000 2	35000 1	38944 9	52550 10	45500 2	37000 3	41095 21 60000/35000	
MBA--TECH	44000 6			51667 3			35000 1	44300 6	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	35000 2			32291 7	70000 1	34667 3			60000 1
MBA--TECH	37680 2	30000 1		39930 2	72000 1				60000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH	35667 3	34000 3	36200 5	45000 1	35000 2	32000 2	14400 1	33500 4	
MBA--TECH	30000 1								

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH	21000 1			31500 2	43000 1		39461 20 48300/30000	38000 1	39257 7
MBA--TECH							44406 4	32500 1	52750 4

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	42375 4	37000 2	45667 6	45000 3	35000 1			35575 4	39000 2
MBA--TECH		35000 2		47000 1					39500 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		38333 3			30000 1	39000 1	34250 4
MBA--TECH						47467 3	37000 1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28600 888 44000/26000	27426 178 36000/22000	23500 3	27035 15	37000 3				27751 15
BUSINESS ADMINISTRATION	28944 5	25660 5	19399 3	24525 8	30000 1		20500 2	27000 1	26337 11
DISTRIBUTION MANAGEMENT							24000 1		36000 1
ECONOMICS & FINANCE	29059 28 33000/28500	27437 43 35500/23500	24228 14	26180 95 32000/22000	28857 14	31375 4	22250 2	30007 7	28696 84 40000/24000
HOTEL/RESTAURANT MGMT.							16600 1		26000 1
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARKETING MANAG		19200 1	36000 1	24433 12	35000 1			20000 1	25067 3
REAL ESTATE						36500 1	16800 1		32000 1
COMMUNICATIONS		18000 1	22000 1	30000 1					
JOURNALISM		16000 1		45000 1					
HUMAN ECOLOGY (HOME ECONO		29532 1							
LETTERS (incl. English)	24000 1			20000 2					
VISUAL & PERFORMING ARTS	21300 1								
HUMANITIES - OTHER		30480 1	20000 1	18000 1					36000 1
HISTORY									32500 1
POLITICAL SCIENCE/GOVT			31250 2						29550 4
PSYCHOLOGY		23600 1							20000 1
SOCIOLOGY				26000 1					33000 1
COMPUTER ENGINEERING			33000 1		19000 1				
ELECTRICAL/ELECTRONIC				34960 3					
INDUSTRIAL ENGINEERING				31000 1					33475 4
COMPUTER SCIENCE		22000 1	28700 1						

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		COMMUNICATIONS		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	19933	2	23056	4							28000	1						
BUSINESS ADMINISTRATION	20880	5	24643	16	23821	7												
ECONOMICS & FINANCE	24590	11	25616	19	25129	7									11500	1		
MARKETING/MARKETING MANAG			24555	6	24317	3			24000	1					27500	2	27500	1
REAL ESTATE	22000	1																
ADVERTISING									17500	2			23000	1				
COMMUNICATIONS	20000	1	23000	1			17000	1	23000	1	21500	2	19725	4	20750	4	17833	3
JOURNALISM					14000	1			15000	1	16266	7	17500	2	13440	1	21483	6
TELECOMMUNICATIONS/BROADC											17500	2	21000	3				
HUMAN ECOLOGY (HOME ECONO							20500	2										
FOREIGN LANGUAGES					20000	1												
LETTERS (incl. English)			23920	1	17500	1			21000	1			18000	1			15000	1
VISUAL & PERFORMING ARTS			23800	1			18093	3							28000	1		
HUMANITIES - OTHER	24000	1	20000	1			18000	2							29732	3	27078	2
CRIMINAL JUSTICE					20000	1												
HISTORY	21000	2			18000	2												
POLITICAL SCIENCE/GOVT	22500	2			20783	6									20000	2		
PSYCHOLOGY			23000	1											17680	1		
SOCIOLOGY			16350	1														
SOCIAL SCIENCES-OTHER			22000	2	13853	1												
INDUSTRIAL ENGINEERING															33000	2		
MECHANICAL ENGINEERING					32500	1							38400	1				
METALLURGICAL ENGINEERING													34560	1				

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
OTHER PHYSICAL & EARTH SC		31000 1							

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			28833 3				34000 1	27000 1	26027 11
BUSINESS ADMINISTRATION	17250 2	27417 6	25409 22 33000/22600	28295 4	19847 3	25917 2	24877 60 52000/17000	21500 1	26790 2
DISTRIBUTION MANAGEMENT			30000 1	28036 14					
ECONOMICS & FINANCE	27000 1	38000 1	25556 9	21000 2	34000 1	18000 1	26256 35 40000/19800		25857 7
HOTEL/RESTAURANT MGMT.		20400 1		30250 2			14493 3		
HUMAN RESOURCES (incl. LA							25000 2		
MARKETING/MARKETING MANAG	24760 5	26412 16	25410 83 33000/21000	24600 4	23150 10	26000 1	26549 167 50000/18000		
REAL ESTATE							30000 1		
ADVERTISING	21200 5						34000 1		
COMMUNICATIONS		25500 2	20000 1	15000 1			24597 24 32500/18000		
JOURNALISM		32000 1	23125 8				21275 8		
TELECOMMUNICATIONS/BROADC		36000 1	23333 6				29750 4		
ELEMENTARY EDUCATION							23000 1		
HUMAN ECOLOGY (HOME ECONO			24500 2				11136 1		
TEXTILES & CLOTHING			22100 20 26500/20000				12220 2		
FOREIGN LANGUAGES						25000 1			
LETTERS (incl. English)	19500 2		22500 2		14000 1		25250 6		
VISUAL & PERFORMING ARTS							20500 2		
HUMANITIES - OTHER							22678 9		
HISTORY			15000 1				19333 3		
POLITICAL SCIENCE/GOVT							24500 3	16000 1	
PSYCHOLOGY			22667 3				24788 8	17160 1	
SOCIOLOGY			22500 1				19000 2		

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
SOCIAL SCIENCES-OTHER		33000 1	23188 8				25893 28 31000/15000	20000 1	
AEROSPACE & AERONAUTICAL							23000 1		
CHEMICAL ENGINEERING		42000 1					37056 5		
CIVIL ENGINEERING							30000 1		
COMPUTER ENGINEERING							33733 3		
ELECTRICAL/ELECTRONIC							33339 16		
INDUSTRIAL ENGINEERING			33240 1	36000 1			33158 6		
MECHANICAL ENGINEERING	30000 1	36600 2			36000 1		32811 21 40100/29500		
METALLURGICAL ENGINEERING					33000 1				
ENGINEERING TECHNOLOGY							31496 2		
AGRIBUSINESS							30000 1		
OTHER AGRICULTURAL SCIENC							28780 2		
COMPUTER SCIENCE					38000 1			33000 1	
ACTUARIAL			28000 1						
BIOLOGICAL SCIENCES							20000 1		
CHEMISTRY							30600 4		

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			24000 1						
BUSINESS ADMINISTRATION			18000 1		18700 1				17000 1
DISTRIBUTION MANAGEMENT			19200 1						
ECONOMICS & FINANCE	25000 1		24804 4	18000 1					28500 2
HUMAN RESOURCES (incl. LA			33500 1						
MARKETING/MARKETING MANAG			24500 1						
COMMUNICATIONS		30000 1							
JOURNALISM					23000 2				
TEXTILES & CLOTHING							17688 3		
FOREIGN LANGUAGES		27000 1							
HUMANITIES - OTHER		40000 1							
CRIMINAL JUSTICE		19993 8	25500 1						
HISTORY	22000 1		25650 4						
POLITICAL SCIENCE/GOVT		37000 1	18000 1						
SOCIOLOGY		26000 1							
SOCIAL SCIENCES-OTHER		21244 3	21000 1						
AEROSPACE & AERONAUTICAL			28000 1				31609 7		33845 4
CHEMICAL ENGINEERING							39748 5	38577 6	39258 29 45000/34580
CIVIL ENGINEERING					27000 1		29104 148 42000/26000	30844 18	33800 1
COMPUTER ENGINEERING		28000 1		36600 3			34333 3		
ELECTRICAL/ELECTRONIC							32660 38 38000/28000		34661 58 41500/29000
INDUSTRIAL ENGINEERING							35100 1	32004 1	33601 58 50004/29856
MECHANICAL ENGINEERING			30000 1				33986 94 42500/28000	33007 3	35587 208 47000/32496

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
METALLURGICAL ENGINEERING							32310 2		34336 21 42300/32000
MINING (INCL GEOLOGICAL)							33413 6	32160 10	36600 2
NUCLEAR ENGINEERING							36000 1		
ENGINEERING TECHNOLOGY							20000 1		36123 4
INDUSTRIAL TECHNOLOGY									27500 1
COMPUTER SCIENCE							32720 2		35000 2
INFORMATION SCIENCES			20000 1						
ARCHITECTURAL & ENVIRONME					26415 1				
BIOLOGICAL SCIENCES		22400 1					36000 1		
CHEMISTRY								29373 3	
MATHEMATICS			30000 1						
PHYSICS			16800 1						
OTHER PHYSICAL & EARTH SC		25000 1	27600 1						

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION									34500 2
ECONOMICS & FINANCE									25700 1
MANAGEMENT INFO SYSTEMS	27000 1				28500 1				
FOREIGN LANGUAGES									36200 1
LETTERS (incl. English)							35400 1		
POLITICAL SCIENCE/GOVT								30000 1	34200 1
PSYCHOLOGY					26000 1				
AEROSPACE & AERONAUTICAL	31630 2	31000 1	31000 2		35000 1	32804 4	36500 1	29100 3	33246 7
AGRICULTURAL ENGINEERING							39000 1	28000 1	33500 1
ARCHITECTURAL ENGINEERING									29400 1
BIOENGINEERING & BIOMEDIC					33000 1				32540 5
CHEMICAL ENGINEERING	34000 1		35900 1		40429 31 44000/39000	40000 1	40233 156 44400/37920	39700 5	39498 34 43560/33000
CIVIL ENGINEERING		30000 1			31500 2	28600 2		31735 10	28566 55 37000/26000
COMPUTER ENGINEERING	34050 12		35069 56 54000/30000	36539 28 39000/35100	35540 3	30000 1	35500 2	35333 3	35507 19
ELECTRICAL/ELECTRONIC	33116 24 42000/27000	34590 53 39000/32496	34793 21 38000/32000	36082 68 39600/34000	35010 10	35526 13	36388 8	34695 30 41880/28000	34872 104 50000/30000
INDUSTRIAL ENGINEERING	33307 14	35880 1	35000 2	30000 1	28300 2	37000 2	29667 3	37417 6	32991 48 39000/30000
MECHANICAL ENGINEERING	35008 5	36085 21 38500/35160		34024 10	34011 14	36434 10	37083 6	35299 69 42900/30420	34627 152 42660/31000
METALLURGICAL ENGINEERING			33960 1		36500 1	28750 2	35600 3	33839 3	32786 13
MINING (INCL GEOLOGICAL)									32160 5
NUCLEAR ENGINEERING						35000 1			36042 6
PETROLEUM ENGINEERING									37367 3
ENGINEERING TECHNOLOGY		30000 1	24000 1	30000 2	36000 1	41000 1	36000 1	44000 1	34427 11
INDUSTRIAL TECHNOLOGY	31800 1								

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PLANT SCIENCES									25000 1
COMPUTER SCIENCE	32976 14		34581 30 39000/32000		28000 3				31676 29 39600/24000
SYSTEMS ANALYSIS				36140 1					
BIOLOGICAL SCIENCES					24000 1				
CHEMISTRY					29212 6	25200 1	36900 1		
MATHEMATICS					38400 1				27000 1
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	17500 2								23500 2
COMMUNICATIONS									15082 2
TELECOMMUNICATIONS/BROADC									13000 1
HUMAN ECOLOGY (HOME ECONO									19000 1
HUMANITIES - OTHER	23000 1								22000 1
CRIMINAL JUSTICE									12000 1
PSYCHOLOGY	22425 4						13000 1		12933 3
CHEMICAL ENGINEERING						34000 1			
CIVIL ENGINEERING		29000 1							
INDUSTRIAL ENGINEERING	33000 1								
MECHANICAL ENGINEERING			35000 1						31250 1
ALLIED HEALTH			23850 5		29206 4		23500 2		26550 4
HEALTH SCIENCES			27000 1						20000 1
NURSING				30982 44 45000/23040					
PHARMACY						41500 1			
BIOLOGICAL SCIENCES							10500 1		21561 4
CHEMISTRY									22000 1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					28483 6	28075 4			
BUSINESS ADMINISTRATION		20000 1			28144 9	31563 8	25625 4		17862 1
DISTRIBUTION MANAGEMENT							30000 1		
ECONOMICS & FINANCE	19500 1		18750 1		26833 3	29475 12	29333 3		
HUMAN RESOURCES (incl. LA	14000 1								
MANAGEMENT INFO SYSTEMS					28541 19	30113 39 34000/27100	29070 25 33600/28000		
MARKETING/MARKETING MANAG						27500 1			
ADVERTISING						16500 1			
COMMUNICATIONS	23000 1		17000 2						
JOURNALISM	20000 1					16000 1			
TELECOMMUNICATIONS/BROADC							28000 1		
ELEMENTARY EDUCATION						20000 1			
PRE-ELEMENTARY EDUCATION				19000 2					
HUMAN ECOLOGY (HOME ECONO				13299 3					
FOREIGN LANGUAGES					24000 2				
LETTERS (incl. English)		13000 1							
HUMANITIES - OTHER	22800 1	18000 1			21996 1	29700 1	33672 1		12000 1
CRIMINAL JUSTICE	25000 1								
HISTORY							27000 1		
POLITICAL SCIENCE/GOVT							25370 1		
PSYCHOLOGY	21300 2	17833 6		19310 3		17000 1			
SOCIOLOGY	14000 1	24475 4		22000 1	29000 1				
SOCIAL SCIENCES-OTHER	19000 2	17000 1	12000 1	19252 6	28000 1				

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
AEROSPACE & AERONAUTICAL						32667 3			
AGRICULTURAL ENGINEERING									31667 3
COMPUTER ENGINEERING		35000 1			30162 20 38100/27000	34582 11	32349 19		
ELECTRICAL/ELECTRONIC					33711 9	33167 6	33000 5		
INDUSTRIAL ENGINEERING		31000 1			33000 1	31762 26 36600/28000	30000 2		29000 1
MECHANICAL ENGINEERING		31000 1			31000 2		31000 1		
NUCLEAR ENGINEERING					31000 1				
ENGINEERING TECHNOLOGY					33733 3				
AGRIBUSINESS									21250 4
ANIMAL SCIENCES									19750 2
NATURAL RESOURCES									18910 4
COMPUTER SCIENCE					29514 85 39000/26000	32056 41 39000/30000	32882 41 49000/28000		
COMPUTER PROGRAMMING					24000 1		31700 1		
INFORMATION SCIENCES					30587 3	28979 14	31298 5		
SYSTEMS ANALYSIS						31000 1			
ACTUARIAL								33299 21 38000/31600	
MATHEMATICS					28000 1		23000 1	30000 5	

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29150 12		28875 4					
BUSINESS ADMINISTRATION		28410 22 35100/26000	25800 4	22307 122 33000/18000					12000 1
DISTRIBUTION MANAGEMENT				24000 1					
ECONOMICS & FINANCE		30296 79 41000/26000		25330 40 36000/22200			14000 1		28000 1
HOTEL/RESTAURANT MGMT.				19854 53 26000/14560					
HUMAN RESOURCES (incl. LA			23128 11	19667 6				16000 1	
MANAGEMENT INFO SYSTEMS		31527 11		32500 2					
MARKETING/MARKETING MANAG		29000 6	23500 2	22544 49 32400/17000					
REAL ESTATE		34000 3		24000 2					
ADVERTISING							16500 1		
COMMUNICATIONS		26000 1	22000 1	21971 21 24000/20000					12015 1
JOURNALISM		30000 1		19625 4			16000 2		22150 2
TELECOMMUNICATIONS/BROADC		29900 1							
ELEMENTARY EDUCATION						22000 2			20641 32 28000/13000
PRE-ELEMENTARY EDUCATION									16655 19
PHYSICAL EDUCATION									21536 4
SPECIAL EDUCATION									22962 10
HUMAN ECOLOGY (HOME ECONO				23390 10					
FOREIGN LANGUAGES			16000 1	22000 2					26532 3
LETTERS (incl. English)		10400 1		19833 6			15000 1		20167 3
VISUAL & PERFORMING ARTS			16000 1	20900 2					22389 3
HUMANITIES - OTHER			46500 2	22440 5		28000 1			
CRIMINAL JUSTICE		28500 1						30000 1	

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
HISTORY		30000 1		21801 5		20000 2			17325 2
POLITICAL SCIENCE/GOVT		31000 6	26000 2	25000 4		26000 1	19000 1		27000 2
PSYCHOLOGY			19000 2	19789 5	22000 1				15200 2
SOCIOLOGY				16000 1					13000 1
SOCIAL SCIENCES-OTHER		13000 2		22500 5		21000 1			22487 7
AEROSPACE & AERONAUTICAL		34400 5							
BIOENGINEERING & BIOMEDIC		30500 4							
CHEMICAL ENGINEERING		32650 6		40500 1				40000 1	
CIVIL ENGINEERING		28444 19		30200 2					
COMPUTER ENGINEERING		31957 12							
ELECTRICAL/ELECTRONIC		32238 21 39100/30000		35500 2					31000 1
INDUSTRIAL ENGINEERING		31937 46 40000/29000		35100 1					
MECHANICAL ENGINEERING		31742 17		35333 3					15600 1
METALLURGICAL ENGINEERING		38500 1		36000 2					
ENGINEERING TECHNOLOGY		30000 1		22000 1					
AGRIBUSINESS				20500 2				21000 1	
OTHER AGRICULTURAL SCIENC				23000 2					
COMPUTER SCIENCE		32263 37 35000/30000							
HEALTH SCIENCES								18000 2	20800 1
ACTUARIAL		34900 2							
BIOLOGICAL SCIENCES				23000 3				18725 4	20292 5
CHEMISTRY								30457 7	
MATHEMATICS		31400 5							20132 10

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28603 923 44000/26000	27274 233 36000/21000	24336 25 40000/15000	26037 136 45000/22000	30526 19	32400 5	20414 7	28561 9	28430 124 40000/23000
BACHELOR - TECHNICAL		22000 1	30850 2	33970 4	19000 1				33475 4

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22710 25 32500/18000	24426 53 40000/17000	22055 30 29000/15000	18535 8	19667 6	18322 12	19809 11	22521 15	21466 13
BACHELOR - TECHNICAL		31000 1	32500 1				36480 2	33000 2	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	22020 15	27500 29 38000/21000	24626 170 37000/21000	26725 27 39000/23000	22602 15	24167 5	25510 371 52000/17000	20332 5	26044 20 33000/23000
BACHELOR - TECHNICAL	30000 1	38400 3	30620 2	36000 1	35667 3		32601 63 41000/27560	33000 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23500 2	23980 16	24095 16	18000 1	21567 3		17688 3		24667 3
BACHELOR - TECHNICAL		25133 3	25400 6	36600 3	26708 2		31469 309 42500/27107	32375 41 42000/28000	35323 388 50004/31000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	27000 1				27250 2		35400 1	30000 1	
BACHELOR - TECHNICAL	33362 73 42500/29000	34845 78 39000/31000	34718 114 54000/31000	35846 110 39600/32500	35947 77 44000/29900	34666 38 41000/30000	39589 182 44400/36000	34989 131 52000/29000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21100 7						13000 1		
BACHELOR - TECHNICAL	33000 1	29000 1	25893 7	30982 44 45000/23040	29206 4	37750 2	19167 3		

AVERAGE SALARY OFFERS JULY 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON-TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	19900 11	19493 14	16188 4	18223 15	27952 42 33500/24000	29270 69 35000/25200	28684 37 33672/25370	-	14931 2
BACHELOR - TECHNICAL		32333 3			30050 126 39000/26000	31904 102 39000/28400	32400 75 49000/27000	32665 26 38000/27000	23153 14

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29645 147 41000/26000	24677 26 52000/16000	22319 349 40000/17000	22000 1	22714 7	16083 6	23000 2	20277 93 32000/12940
BACHELOR - TECHNICAL		31753 176 50000/29000		29632 19				25673 15	20431 19

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia University
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Scl. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Knox College
Lawrence University
Loras College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar College
University of Toledo
Tri-State University
Washington University - Business
Washington University - Engineering
Wayne State University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 10, 1993 through August 13, 1993) and cumulatively (September 1, 1992, and August 13, 1993). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	216	595	$26493	$26280	$31000	$28000	$20000	1368	3152	$28049	$27493	$32000	$28500	$24000
BUSINESS ADMINISTRATION	172	586	24533	24698	30800	24000	18000	519	1490	24399	24555	30834	24000	18000
DISTRIBUTION MANAGEMENT	8	14	29075	26686	*	*	*	28	52	28154	26083	33600	28500	24000
ECONOMICS & FINANCE	99	425	27859	26717	37128	28000	19500	635	1441	27464	26902	33000	28000	21000
HOTEL/RESTAURANT MGMT.	7	26	21643	21504	*	*	*	68	112	20158	20780	24000	21000	14560
HUMAN RESOURCES (incl. LA	4	30	21895	22523	*	*	*	26	82	22057	22759	27000	22000	16000
MANAGEMENT INFO SYSTEMS	34	119	27273	29653	33000	27500	22717	133	417	29068	29519	33500	29000	25000
MARKETING/MARKETING MANAG	71	294	23841	23441	30000	23500	18000	449	1251	25280	24361	31000	25000	18500
REAL ESTATE	1	5	24000	21952	*	*	*	11	18	28300	25575	*	*	*
COMMUNICATIONS														
ADVERTISING	6	11	19440	20662	*	*	*	17	44	20449	21515	*	*	*
COMMUNICATIONS	47	146	19770	21124	24500	20000	15000	125	315	21244	21498	27000	21640	15000
JOURNALISM	10	30	23200	22050	*	*	*	60	106	21120	20503	28900	20000	14000
TELECOMMUNICATIONS/BROADC	4	17	27475	24144	*	*	*	23	51	24948	23459	32000	27500	15000
EDUCATION														
ELEMENTARY EDUCATION	98	206	20031	20081	25474	19458	15900	134	439	20228	20097	26200	19996	15000
PRE-ELEMENTARY EDUCATION	10	17	16191	16498	*	*	*	31	47	16657	16463	20759	16500	12940
PHYSICAL EDUCATION	3	18	25378	21419	*	*	*	7	35	23182	21376	*	*	*
SPECIAL EDUCATION	19	47	21837	22408	*	*	*	29	98	22225	21837	26200	21000	18200
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	9	+	20013				20	55	21173	20455	28000	21000	13500
TEXTILES & CLOTHING	2	12	18250	20458	*	*	*	27	52	20593	21769	25000	21000	17000
MERCHANDISING MANAGEMENT	1	14	23500	20786	*	*	*	1	29	23500	21083	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	5	28	20220	22521	*	*	*	17	54	23347	23025	*	*	*
LETTERS (incl. English)	17	99	21216	21496	*	*	*	49	209	20875	21285	28000	21000	13000
VISUAL & PERFORMING ARTS	14	35	21495	20478	*	*	*	28	87	21224	20591	25000	20932	16640
HUMANITIES - OTHER	8	28	27138	23332	*	*	*	47	99	25647	24373	34800	23800	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	20	30	24088	23853	30000	20790	16640	34	64	23021	22680	30000	21290	16640
HISTORY	12	81	22014	24504	*	*	*	37	143	21971	23839	29000	22000	15000
POLITICAL SCIENCE/GOVT	21	97	22800	24240	28000	23000	16000	62	222	24843	24478	32500	26000	15000
PSYCHOLOGY	27	85	19308	20688	28000	18000	14000	74	232	19871	20571	28000	18600	14000
SOCIOLOGY	6	34	21833	22911	*	*	*	22	78	22034	22079	29000	22250	15000
SOCIAL SCIENCES-OTHER	17	76	20247	23228	*	*	*	88	212	22474	22684	28500	22500	15000
ENGINEERING														
AEROSPACE & AERONAUTICAL	16	24	32862	31387	*	*	*	58	105	32456	31583	35500	31758	28000
AGRICULTURAL ENGINEERING	3	5	32933	33800	*	*	*	9	19	32700	31796	*	*	*
ARCHITECTURAL ENGINEERING	5	14	28000	27801	*	*	*	6	43	28233	28296	*	*	*
BIOENGINEERING & BIOMEDIC	+	4	+	34875				10	17	31770	30874	*	*	*
CHEMICAL ENGINEERING	44	140	38997	38331	43000	40000	33954	328	748	39644	39482	42600	40500	35000
CIVIL ENGINEERING	74	170	28721	29143	31380	29020	26000	335	684	29096	29211	31800	29000	26000
COMPUTER ENGINEERING	66	111	34967	34633	38500	35152	30000	265	448	34349	33963	38400	35100	29000
ELECTRICAL/ELECTRONIC	163	388	35208	34535	38760	36000	31500	653	1396	34698	34313	38160	35500	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	6	+	$31569			
INDUSTRIAL ENGINEERING	71	121	$33115	$33165	$37000	$32000	$30000	304	502	$32934	32940	$36550	$32550	$29000
MECHANICAL ENGINEERING	158	337	34449	34190	38004	35000	30000	805	1538	34726	34460	39000	35000	30000
METALLURGICAL ENGINEERING	19	28	34241	34718	*	*	*	70	115	33954	34178	37891	34530	28500
MINING (INCL GEOLOGICAL)	3	3	32000	32000	*	*	*	26	41	32772	31826	36000	33000	28000
NUCLEAR ENGINEERING	2	3	35910	35207	*	*	*	11	16	35461	34755	*	*	*
PETROLEUM ENGINEERING	1	8	45000	37300	*	*	*	4	47	39275	38387	*	*	*
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	28	72	31375	30862	36213	31200	23920	59	192	32354	29236	37992	33500	24000
INDUSTRIAL TECHNOLOGY	3	6	28000	26917	*	*	*	5	18	28660	28701	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	22	22500	23595	*	*	*	9	59	22167	22890	*	*	*
ANIMAL SCIENCES	1	7	21000	26572	*	*	*	3	31	20167	22060	*	*	*
PLANT SCIENCES	2	5	20500	23400	*	*	*	3	8	22000	24000	*	*	*
NATURAL RESOURCES	3	9	22833	25775	*	*	*	7	28	20591	22442	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	24718				4	30	25890	25378	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	114	282	31924	31609	37000	32000	25000	402	872	31749	31329	36700	32000	26000
COMPUTER PROGRAMMING	2	10	29750	35990	*	*	*	4	46	28800	31599	*	*	*
INFORMATION SCIENCES	1	30	31200	30971	*	*	*	24	162	29381	29723	32496	29750	27500
SYSTEMS ANALYSIS	+	4	+	31000				2	8	33570	31733	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	13	54	24861	30945	*	*	*	28	90	25445	29208	31824	26682	18500
HEALTH SCIENCES	11	18	25095	24736	*	*	*	16	48	23740	23561	*	*	*
NURSING	87	161	28938	30448	34000	28288	24000	131	294	29625	31094	38250	28288	24000
PHARMACY	22	40	42685	43709	48000	40000	37440	23	117	42633	43108	48000	40000	37440
SCIENCES														
ACTUARIAL	24	28	33988	33168	38200	35000	28000	48	52	33600	33188	38000	34858	28000
ARCHITECTURAL & ENVIRONME	2	13	23000	23697	*	*	*	3	49	24138	23676	*	*	*
BIOLOGICAL SCIENCES	10	42	19404	20796	*	*	*	31	101	20598	21558	28686	20000	13520
CHEMISTRY	10	23	25370	24661	*	*	*	33	70	28388	28002	35500	28200	21500
GEOLOGY & GEOLOGICAL SCI	1	2	35000	29200	*	*	*	1	10	35000	28216	*	*	*
MATHEMATICS	14	76	24589	27025	*	*	*	39	166	25615	26524	34000	25000	18400
PHYSICS	1	7	28500	32701	*	*	*	3	17	23433	26835	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				5	15	24168	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	1934	5491						7936	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	149	360	$27908	$27634	$32000	$29000	$22000	1072	2301	$28507	$28238	$32000	$29000	$26000
ACCOUNTING (PRIVATE)	66	234	24763	25340	30200	24000	18000	300	818	26704	25847	32100	27338	20000
COMMERCIAL BANKING (CONSU	21	90	23169	22225	30000	22100	17000	48	207	24097	23129	33000	24750	15000
COMMERCIAL BANKING (LENDI	21	53	22967	23544	29500	24500	16000	161	235	25834	25515	30000	26500	20200
INVESTMENT BANKING (CORP	5	45	27000	29089	*	*	*	25	87	29360	29374	35000	28000	22000
INVESTMENT BANKING (MERG	+	5	+	28900				5	15	32400	31100	*	*	*
INVESTMENT BANKING (REAL	1	2	20400	17480	*	*	*	8	14	20413	21707	*	*	*
INVESTMENT BANKING (SALE	3	9	13667	18667	*	*	*	12	46	24838	27490	*	*	*
FINANCIAL/TREASURY ANALYS	40	164	30624	28784	40000	30000	21260	168	487	29072	28396	34000	30000	23000
PORTFOLIO MANAGEMENT / BR	8	31	25213	25039	*	*	*	33	84	23317	24372	30000	24000	18000
UNDERWRITING	13	44	27089	26546	*	*	*	67	136	25041	25447	30000	25000	17000
INSURANCE - CLAIMS	11	52	22795	24654	*	*	*	42	132	22498	23556	26786	23775	15000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	9	15020	18916	*	*	*	10	49	17832	20479	*	*	*
MEDIA PLANNING	10	16	20250	21531	*	*	*	16	38	20031	21403	*	*	*
REPORTING	4	12	17250	18000	*	*	*	16	37	18054	18023	*	*	*
COMMUNICATIONS-PRODUCTION	9	27	22229	21806	*	*	*	22	60	22315	21770	28000	22950	15000
PUBLIC RELATIONS	18	43	21428	20492	*	*	*	35	96	22558	20980	33000	20000	16000
WRITING / EDITING	9	22	20833	20705	*	*	*	22	54	21207	21496	25900	20500	15000
MARKETING														
ADVERTISING	10	30	19800	21370	*	*	*	26	67	21473	21732	27000	20000	16000
BRAND/PRODUCT MANAGEMENT	24	76	25302	24168	33000	24250	18000	56	179	27142	24948	35000	26250	20000
BUYER/MERCHANDISING	19	49	26264	24533	*	*	*	191	288	24852	24540	29000	24500	21000
DISTRIBUTION	14	30	25286	26130	*	*	*	42	86	26466	26777	32000	26000	19000
MARKET RESEARCH	15	41	24907	24764	*	*	*	33	102	24838	25012	34800	25000	18000
PURCHASING	2	11	35750	27742	*	*	*	7	24	27476	25925	*	*	*
SALES	113	393	25298	25536	34000	25000	17000	547	1282	26283	25606	34000	27000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	24	+	20832				6	69	22443	21499	*	*	*
GOV'T-FINANCE, TAXATION,	4	32	22352	25281	*	*	*	24	111	25429	25020	28600	25400	21696
ECONOMIC PROGRAMS	1	7	32000	24086	*	*	*	3	19	26333	22261	*	*	*
LAW ENFORCEMENT	21	31	23650	24446	29000	22000	16640	40	66	23893	24306	30000	22651	16640
MILITARY	+	21	+	24328				22	74	24451	24755	30000	24000	18057
NATIONAL SECURITY	+	1	+	26788				4	6	31950	29265	*	*	*
URBAN / REGIONAL PLANNING	5	10	24240	22070	*	*	*	10	28	23932	24988	*	*	*
ENGINEERING														
BIOENGINEERING	+	6	+	30816				+	11	+	30809			
DESIGN / CONSTRUCT	63	148	31192	30765	37000	31000	28000	375	790	31312	30842	36768	31000	27000
ENVIRONMENTAL/SANITATION	8	25	31328	31172	*	*	*	49	137	32204	31309	37320	32004	28000
MANUFACTURING/INDUSTRIAL	82	147	34193	34296	38760	34860	30000	473	741	35059	34705	39400	35280	30000
SYSTEMS / PROGRAMMING	18	50	34388	33590	*	*	*	92	217	33494	32984	38000	33980	29000
POWER SYSTEMS	8	40	36963	34296	*	*	*	86	170	35042	34227	37200	35500	32000
SOFTWARE DESIGN & DEVELOP	41	98	35291	34613	37380	35300	32000	155	317	34869	34226	37500	35100	31000
HARDWARE DESIGN & DEVELOP	32	41	36803	36468	38760	37150	35000	142	235	36062	35844	38760	36440	33000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	21	55	$37045	$34734	$43800	$37750	$30000	100	197	$36004	$34850	$42000	$36600	$28000
TESTING	13	33	31371	31180	*	*	*	51	114	33826	32535	38100	35900	25200
PROCESS ENGINEERING	25	97	37139	37457	42000	38000	30000	208	515	39274	38874	42300	40100	35400
PROJECT ENGINEERING	36	133	35446	33755	39300	36000	30000	168	544	35058	34400	40000	36000	29000
OTHER ENGINEERING	277	505	33436	33715	38000	34080	27600	779	1547	33705	33811	39000	34500	27960
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	14	23	25842	25666	*	*	*	22	50	24659	23546	33000	21750	18000
INDUSTRIAL HYGIENE	+	1	+	23400				1	3	29000	24490	*	*	*
MEDICAL TECHNOLOGY	6	15	26597	26272	*	*	*	13	35	26218	25471	*	*	*
NURSES / PERSONAL CARE	87	164	28686	30213	33280	28288	24000	131	302	29457	30843	38000	28288	24000
OCCUPATIONAL THERAPY	2	17	24500	34976	*	*	*	6	28	27637	32077	*	*	*
PHARMACIST	21	40	42812	43284	48000	40000	37440	23	118	42372	42887	48000	40000	35000
PHYSICAL THERAPY	+	2	+	21750				4	15	17625	24025	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	16	47	20940	24323	*	*	*	38	117	20597	22698	31000	20000	12000
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	9	21	20707	20045	*	*	*	20	70	20263	19871	25000	20000	14000
COUNSELING	15	34	17579	17829	*	*	*	32	103	19799	18975	30000	18000	13520
FUNDRAISING / DEVELOPMENT	2	13	24496	17299	*	*	*	6	25	18957	16218	*	*	*
SOCIAL WORK	9	24	17500	19194	*	*	*	24	67	17952	19092	21000	18000	15000
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	59	173	29221	30342	36300	28500	23500	227	616	29446	29542	35000	29400	24000
INFORMATION SYSTEMS	34	105	29496	29842	34000	30250	22717	205	407	30618	30227	35000	31000	25200
SYSTEMS ANALYSIS & DESIGN	28	93	31604	31425	36000	31258	25000	140	338	31259	31156	36000	31000	25370
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	24	34	33763	32462	38200	35000	28000	50	68	33192	31809	37000	34858	26550
AGRICULTUR/NATURAL RESOU	4	22	20875	22919	*	*	*	20	79	21875	21397	29000	21320	15000
ARCHITECTURE	+	4	+	19611				+	22	+	21097			
CONSULTING	87	209	30558	30880	34500	31000	26000	410	828	30744	30956	34528	31000	26000
HUMAN RESOURCES	12	46	24298	22682	*	*	*	38	115	24558	23366	30000	24000	18000
MANAGEMENT TRAINEE	95	569	22826	23495	28000	23000	18500	464	1683	22739	23427	28000	23000	17018
MATH/STATISTICIANS	1	8	30000	28881	*	*	*	2	20	26000	26652	*	*	*
PARALEGAL	+	29	+	22441				7	49	22714	21967	*	*	*
RESEARCH - NONTECHNICAL	3	8	33000	27913	*	*	*	9	23	21722	24153	*	*	*
RESEARCH - TECHNICAL	8	20	23625	24691	*	*	*	25	58	24804	26392	35000	22000	16400
TEACHING	156	418	20103	20172	24499	20000	15200	268	856	20187	20270	26200	20263	14000
TOTALS	1934	5491						7936	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 6 SEPTEMBER 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	44	$32333	$29819	*	*	*	22	144	$32795	$30284	$36500	$32500	$31000
MBA--NON-TECH	78	190	37555	36204	$47000	$36752	$25000	259	600	38555	36513	48300	38000	29000
MBA--TECH	22	37	39162	38984	49000	35485	30000	64	106	42580	40980	58000	38700	30000
MS-BUSINESS	+	15	+	45389				2	22	39500	41652	*	*	*
ECONOMICS & FINANCE (BANK	8	13	41385	35993	*	*	*	24	36	39387	35275	50400	38000	25000
HUMAN RESOURCES (INCL LAB	3	4	34500	32125	*	*	*	5	19	35900	30837	*	*	*
MANAGEMENT INFORMATION SY	1	3	36300	32100	*	*	*	8	20	38788	36155	*	*	*
MARKETING/MKTNG MGT (RESE	+	10	+	42300				6	22	47499	40104	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	3	+	14850				1	5	30000	19270	*	*	*
JOURNALISM	+	1	+	30000				+	4	+	25250			
EDUCATION														
EDUCATION ADMINISTRATION	4	16	36622	32616	*	*	*	8	34	34433	30581	*	*	*
ELEMENTARY EDUCATION	2	23	18734	22360	*	*	*	6	50	25578	25222	*	*	*
PHYSICAL EDUCATION	1	4	25000	25750	*	*	*	2	6	19750	23833	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	4	9	28200	25743	*	*	*	6	16	29133	26236	*	*	*
HUMANITIES														
HUMANITIES - OTHER	3	11	19000	26477	*	*	*	7	19	25714	27419	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	4	10	25375	34111	*	*	*	4	20	25375	33821	*	*	*
SOCIAL SCIENCES - OTHER	6	15	28595	26102	*	*	*	9	23	30312	26893	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	10	20	36891	38108	*	*	*	21	32	38998	39757	45000	39200	33488
AGRICULTURAL	+	+	+	+				3	5	45000	42200	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	37020				2	3	38000	37673	*	*	*
CHEMICAL	3	5	35000	39859	*	*	*	20	34	39409	40874	44000	41748	30000
CIVIL	39	63	34281	35195	41000	33600	28800	87	136	34116	34606	42600	33500	28500
COMPUTER	8	11	35563	37991	*	*	*	28	47	38045	39161	45000	39000	32000
ELECTRICAL/ELECTRONIC	46	100	41795	41865	45000	42000	38000	202	335	41131	41291	45000	41900	36000
INDUSTRIAL	15	37	42040	41402	*	*	*	40	81	40842	40259	52000	40250	34000
MECHANICAL	59	97	40158	40155	43000	41000	36000	204	272	40685	40457	44940	41500	36300
METALLURGICAL	4	4	32275	32275	*	*	*	6	8	33933	34575	*	*	*

continued

MCPA REGIONAL Report No. 6 SEPTEMBER 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	1	1	$30000	$30000	*	*	*	1	1	$30000	$30000	*	*	*
NUCLEAR	3	3	43007	43007	*	*	*	6	6	43170	43170	*	*	*
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	12	23	28833	30315	*	*	*	14	26	29857	31201	*	*	*
HEALTH SCIENCES	10	20	24879	26074	*	*	*	12	33	25983	27848	*	*	*
NURSING	5	8	30800	31313	*	*	*	7	13	37714	34513	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	4	+	32176				+	6	+	30451			
ARCHITECTURAL & ENVIRONME	+	3	+	39000				+	3	+	39000			
BIOLOGICAL	2	2	33800	33800	*	*	*	2	4	33800	30650	*	*	*
CHEMISTRY	6	10	39566	37640	*	*	*	18	26	36913	35690	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	35	75	43174	42867	$51996	$42000	$36000	89	169	40632	40115	$50000	$40800	$30880
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	3	7	32000	33594	*	*	*	3	17	32000	35480	*	*	*
MATHEMATICS (INCL ACTUARI	1	8	29000	31848	*	*	*	14	25	33485	33183	*	*	*
PHYSICS	+	2	+	30000				2	5	29500	31800	*	*	*
POLYMER	+	+	+	+				1	1	37000	37000	*	*	*
TOTALS	401	912						1215	2435					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	38	77	$41116	$41076	$52000	$40000	$32000	136	267	$47830	$44326	$60000	$48000	$34000
MBA--TECH	4	12	55000	47563	*	*	*	42	65	56026	52278	65000	55000	48000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	91	173	48989	46524	60000	48000	38000	285	496	51995	49165	70000	52500	37500
MBA--TECH	21	41	50810	47126	60000	50000	40000	122	184	57761	54286	75000	55000	48000
OVER 4 YEARS														
MBA--NON-TECH	68	120	47535	46465	60000	46000	35000	186	418	53289	50637	68000	55000	39000
MBA--TECH	35	72	57231	53198	70000	55000	48000	118	202	58881	56040	75000	57000	48000
TOTALS	257	495						889	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

eta Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	2	+	$42900				1	3	$45000	$43600	*	*	*
COMPUTER & INFOR SCIENCES	11	17	$55993	57601	*	*	*	22	35	54089	56513	$61020	$53100	$47000
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	6	16	60500	49419	*	*	*	12	30	59208	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	2	8	35500	32556	*	*	*	2	9	35500	31494	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	1	7	36000	30357	*	*	*	3	11	36667	32291	*	*	*
SOCIOLOGY	+	2	+	37500				1	5	34000	33773	*	*	*
SOCIAL SCIENCES	+	1	+	33360				+	3	+	31120			
ENGINEERING														
AEROSPACE	1	3	35000	54667	*	*	*	1	3	35000	54667	*	*	*
CHEMICAL	2	3	60630	58753	*	*	*	27	50	55445	55078	60000	56000	50000
CIVIL	2	6	42000	45029	*	*	*	5	10	52100	48268	*	*	*
COMPUTER	4	4	42125	42125	*	*	*	9	14	48278	53912	*	*	*
ELECTRICAL/ELECTRONIC	27	34	57211	57785	$62100	$58000	$52200	52	80	57673	57076	63000	58000	52200
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	15	20	55704	57678	*	*	*	34	47	52603	54217	60000	50918	44700
METALLURGICAL	4	5	46435	46748	*	*	*	14	20	48197	49425	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	46000				5	8	34600	36250	*	*	*
BIOLOGICAL	+	3	+	33333				+	4	+	34500			
CHEMISTRY	4	10	48385	49594	*	*	*	25	41	49846	50933	56400	53000	30000
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				1	4	33000	42763	*	*	*
MATHEMATICS	5	5	33400	33400	*	*	*	5	6	33400	39500	*	*	*
PHYSICS	+	1	+	41000				2	8	57750	50600	*	*	*
POLYMER	+	1	+	51600				+	4	+	55035			
TOTALS	84	150						221	396					

ercentiles are computed on regional data
Not computed for fewer than 20 offers
No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28599 1019 44000/26000			24817 44 35000/19500	36167 6	26967 7	26819 7	28444 9	27100 2
BUSINESS ADMINISTRATION	30125 16	20143 7		24925 26 35000/21000	25571 7	22222 9	26502 7	28908 28 35000/26000	27000 1
DISTRIBUTION MANAGEMENT					24000 1		29750 2		
ECONOMICS & FINANCE	29629 35 35500/29000		29000 1	26240 146 45000/22000	28215 23 60000/20400		27714 7	30196 94 41000/26000	
HUMAN RESOURCES (incl. LA				15000 1					
MANAGEMENT INFO SYSTEMS	32438 8	28500 1		28233 3		29925 1	28645 21 34000/26500	29946 13	28467 3
MARKETING/MARKETING MANAG		20195 8		24191 22 36000/20000	35000 1	22975 8	23407 15	27045 11	
REAL ESTATE	35000 1				36500 1			30333 3	
ADVERTISING		20407 6							
COMMUNICATIONS		21667 3		20675 4		18408 12	20000 1	20120 5	
JOURNALISM		16000 4		45000 1		17988 12		30000 1	
TELECOMMUNICATIONS/BROADC		14000 1				21986 7	28000 1	29900 1	
FOREIGN LANGUAGES		17000 1				25000 1	20000 1		
LETTERS (incl. English)	24000 1			18000 3			18000 2		
VISUAL & PERFORMING ARTS		18320 2				21500 2			
HUMANITIES - OTHER				19000 2		52000 1	29928 2		30000 1
CRIMINAL JUSTICE				20000 1				28500 1	
HISTORY				23004 1		28000 1	20000 1	26000 4	
POLITICAL SCIENCE/GOVT				23125 4	17767 3	22000 1		28800 15	
PSYCHOLOGY				25000 1		21750 2		22800 2	14000 1
SOCIOLOGY				26000 1					
SOCIAL SCIENCES-OTHER				27000 5		15000 2		14000 1	12000 1
AEROSPACE & AERONAUTICAL					33000 3			32500 10	30940 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
AGRICULTURAL ENGINEERING								28500 1	28000 1
ARCHITECTURAL ENGINEERING								30000 1	27880 5
BIOENGINEERING & BIOMEDIC							31800 1	30600 5	
CHEMICAL ENGINEERING							35900 1	34813 16	38985 13
CIVIL ENGINEERING			30000 1					28921 88 33000/26500	30271 66 42000/27000
COMPUTER ENGINEERING				37333 3	29667 3	36240 10	33188 26 39500/28500	32365 33 39000/29000	25800 2
ELECTRICAL/ELECTRONIC	32499 6	35100 1		32250 2		35829 16	34649 10	33617 73 39500/30000	32771 41 42000/28000
INDUSTRIAL ENGINEERING	33250 2			40502 2	49000 1	35500 5	32500 4	31519 79 40000/29000	33972 7
MECHANICAL ENGINEERING	35000 1					38296 2	32750 2	32605 45 38700/30000	33593 43 40000/28000
METALLURGICAL ENGINEERING								38500 1	34500 1
MINING (INCL GEOLOGICAL)								31867 3	32429 7
ENGINEERING TECHNOLOGY	36000 1		37180 1			33000 2	29248 4	31167 3	37000 2
INDUSTRIAL TECHNOLOGY							31800 1		
PLANT SCIENCES						25000 1			
NATURAL RESOURCES								22320 2	13000 1
COMPUTER SCIENCE	32867 15			31435 12	36000 2	35192 24 37100/34600	29971 89 43500/25000	32197 77 49000/29000	29297 6
COMPUTER PROGRAMMING							27750 2	28000 1	
INFORMATION SCIENCES						29500 1	29078 9		
SYSTEMS ANALYSIS							31000 1		
ACTUARIAL								35205 20 41000/32500	
ARCHITECTURAL & ENVIRONME								21000 1	
BIOLOGICAL SCIENCES								20000 1	20000 1
CHEMISTRY								28040 2	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 3

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
GEOLOGY & GEOLOGICAL SCI								35000 1	
MATHEMATICS						35300 1	26500 2	31111 9	
PHYSICS								28500 1	25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25348 22 33000/20000	17280 2	22850 2	26533 22 35000/25000		21467 14	12000 1		18900 2
BUSINESS ADMINISTRATION	24785 25 35100/19000	19643 7	24000 1	24909 52 31200/20000		22447 168 52000/17000	18000 1		
DISTRIBUTION MANAGEMENT						28157 7			
ECONOMICS & FINANCE	27567 77 40000/20000	15600 1	19667 3	26363 39 47000/20000	27833 3	24905 42 36000/22200	27000 2		
HOTEL/RESTAURANT MGMT.	16600 1	19382 11	19214 42 26000/14040			21510 4			
HUMAN RESOURCES (incl. LA				20250 2		18000 3			
MANAGEMENT INFO SYSTEMS	27667 9	25000 1	25000 1	29350 22 31315/28500		25067 3			
MARKETING/MARKETING MANAG	21529 7		19272 5	24514 20 50030/20900	18000 1	24181 146 33600/20000	22000 1		26250 4
REAL ESTATE								30000 1	
ADVERTISING		19200 1	18000 1	34000 1		20000 1			17667 3
COMMUNICATIONS	22000 1	20250 6	19250 2	21333 3	23000 1	22916 28 32500/20500			16587 6
JOURNALISM				32167 3		22179 14			17649 9
TELECOMMUNICATIONS/BROADC						23333 6			
ELEMENTARY EDUCATION						23000 1			
HUMAN ECOLOGY (HOME ECONO			21780 5			24857 7			
TEXTILES & CLOTHING						20475 22 25000/17000			
MERCHANDISING MANAGEMENT						23500 1			
FOREIGN LANGUAGES				20000 1		24667 3			
LETTERS (incl. English)	20800 1	22500 1		23140 3		21214 7			18600 5
VISUAL & PERFORMING ARTS			20500 1	23800 1		22600 5	16000 1		15600 1
HUMANITIES - OTHER	28836 2	12000 1		23250 2	28000 1	21775 8			22000 4
CRIMINAL JUSTICE				20000 1		18613 3		18793 8	
HISTORY	29833 3	16000 1		18400 5	20000 2	15000 1		10000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
POLITICAL SCIENCE/GOVT	25450 6		30000 1	22100 7		18000 2			
PSYCHOLOGY		15600 1		16075 4		20450 8	23345 1		
SOCIOLOGY	33000 1			16350 1		23833 3			
SOCIAL SCIENCES-OTHER				20976 6	21000 1	22000 13			
CHEMICAL ENGINEERING					32000 1				
CIVIL ENGINEERING						25200 2			
COMPUTER ENGINEERING				29000 2		27000 1			
ELECTRICAL/ELECTRONIC	36400 1					15000 1	36000 1		
INDUSTRIAL ENGINEERING	35500 6			35000 1		30167 3			33500 1
MECHANICAL ENGINEERING				32765 2		35000 1			
AGRIBUSINESS						26000 1			
OTHER AGRICULTURAL SCIENC			23000 2			30000 1			
COMPUTER SCIENCE	31182 11		32000 3	29614 13		27875 8			
INFORMATION SCIENCES	24000 1			30881 2		30000 2			
HEALTH SCIENCES							20000 1		
NURSING				30000 1					
PHARMACY						45259 12			
ACTUARIAL	36000 1			32988 25 41000/28000		28000 1			
BIOLOGICAL SCIENCES						22000 1			
MATHEMATICS	21700 2			27267 3				30000 1	
OTHER PHYSICAL & EARTH SC				31000 1				25000 1	

VERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
Y CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SERVICE	
ACCOUNTING	27882	10	30000	1	26375	8	28340	5	22440	5	23826	11	23265	19	22952	6	25000	1
BUSINESS ADMINISTRATION	19150	4	21500	2	22314	14	26267	3	20375	4	23242	6	19400	3	23200	5	24570	9
DISTRIBUTION MANAGEMENT					27333	3	24667	3			21600	2						
ECONOMICS & FINANCE	18883	6	28100	3	23933	9	26583	6	19890	5	25024	13	23500	2	25800	1	27333	3
HOTEL/RESTAURANT MGMT.					23125	4									24500	1		
HUMAN RESOURCES (incl. LA			16000	1	24000	1					27328	3					24000	1
MANAGEMENT INFO SYSTEMS					27375	4	28150	2			22574	5	25200	1	29400	1	31700	1
MARKETING/MARKETING MANAG	24000	2	23850	4	24860	10	20000	1	22996	2	23567	3			42000	1	26000	1
REAL ESTATE	23760	5																
ADVERTISING									25000	1					16500	2		
COMMUNICATIONS					20560	5			16631	5	18000	1	30000	1	24054	3	19500	2
JOURNALISM			16000	1					22150	2			26000	1			16000	1
TELECOMMUNICATIONS/BROADC									40000	1								
ELEMENTARY EDUCATION					35000	1			20983 90 33404/14000									
PRE-ELEMENTARY EDUCATION									18257	15								
PHYSICAL EDUCATION									24880	6							13000	1
SPECIAL EDUCATION									22394 28 36000/18230				17500	1				
HUMAN ECOLOGY (HOME ECONO	11136	1															19000	1
FOREIGN LANGUAGES									23139	5			27000	1				
LETTERS (incl. English)	11200	2			17500	2			20187	10	35000	1			26000	1	18500	2
VISUAL & PERFORMING ARTS	18000	1	21000	1					21875	8			21300	1			25000	1
HUMANITIES - OTHER	28000	1			22000	1			22267	3			35000	3	23000	1		
CRIMINAL JUSTICE									20000	2	23000	2	30486	9	18500	1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
HISTORY					19160 5	25650 4	13520 1		
POLITICAL SCIENCE/GOVT		24333 3			20593 4	22500 2	26250 4		
PSYCHOLOGY	18000 1			20150 1	19390 4	21600 1	16500 2	19464 9	20912 5
SOCIOLOGY					14000 2		25580 5		
SOCIAL SCIENCES-OTHER				25000 1	22490 9	21333 3	21390 7		21500 2
AEROSPACE & AERONAUTICAL						29667 3			
BIOENGINEERING & BIOMEDIC				36400 1					
CHEMICAL ENGINEERING		40740 1		34500 1					
CIVIL ENGINEERING		30610 8	28831 27 38500/27240	30000 1		30539 5	27588 57 33500/25660		
COMPUTER ENGINEERING	19000 1	34150 4		30250 4	29300 2	32750 2	24500 1		
ELECTRICAL/ELECTRONIC		35292 12	33000 1	34940 30 41880/32496		31494 4	23625 3		
INDUSTRIAL ENGINEERING	25000 1	33600 2	31320 5	33943 7	28500 2			28750 4	34750 2
MECHANICAL ENGINEERING		35120 5	33413 8	36458 19	19800 2	29840 5			31250 1
MINING (INCL GEOLOGICAL)							27500 1		
NUCLEAR ENGINEERING				35625 4					
AGRIBUSINESS		21000 1							
PLANT SCIENCES							19000 1		
NATURAL RESOURCES							23000 2		
COMPUTER SCIENCE		31983 6	32400 6	26995 3	26337 3	32500 4	22386 1		31700 1
INFORMATION SCIENCES			25000 1	29100 1		20000 1			
ALLIED HEALTH					26500 2		22902 1	28246 16	20140 5
HEALTH SCIENCES					13000 1			27450 8	21207 6
NURSING						30000 1	32500 2	29608 112 45000/24000	29184 14

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 3

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
PHARMACY								40119 8	35000 1
ACTUARIAL							20000 1		
ARCHITECTURAL & ENVIRONME							25708 2		
BIOLOGICAL SCIENCES		19500 1			21781 6		22400 1	21831 7	15004 5
CHEMISTRY		21500 1			15750 2	18340 1			
MATHEMATICS					21357 17				
PHYSICS						16800 1			
OTHER PHYSICAL & EARTH SC					18000 1	27600 1			

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			13750 2	27338 2	26550 4	30350 4	25520 7	27600 1	31476 14
BUSINESS ADMINISTRATION				20750 2	26540 2	13000 1	29422 10	27500 5	29927 11
DISTRIBUTION MANAGEMENT									30000 6
ECONOMICS & FINANCE	18200 5					30000 1	28767 6	32300 2	31069 11
HOTEL/RESTAURANT MGMT.	24000 1								26000 1
HUMAN RESOURCES (incl. LA			14000 1		24000 1		20000 1	22000 1	27000 1
MANAGEMENT INFO SYSTEMS					27000 1	30375 8	30000 1		35733 3
MARKETING/MARKETING MANAG				27000 1		25620 5	30190 22 50000/23000	21080 5	29989 18
COMMUNICATIONS	18000 4		27000 1	18667 3			22833 3		26950 4
JOURNALISM	23250 2		20000 3	26000 1					
ELEMENTARY EDUCATION	18148 41 29203/15900								
PRE-ELEMENTARY EDUCATION	15986 6		14844 9	13000 1					
HUMAN ECOLOGY (HOME ECONO			13299 3						
FOREIGN LANGUAGES							26100 2		
LETTERS (incl. English)				21000 1			29200 2		30500 1
VISUAL & PERFORMING ARTS	28000 1	20800 1							
HUMANITIES - OTHER		21396 1	15100 1	18000 1			41000 1		
CRIMINAL JUSTICE	22500 1						19880 3		
HISTORY									26000 1
POLITICAL SCIENCE/GOVT	30000 1						34200 1		17000 1
PSYCHOLOGY	10000 1		17319 17				33000 2		27500 1
SOCIOLOGY			16000 2	18000 1					
SOCIAL SCIENCES-OTHER			17057 9	17600 2			26600 2	23000 1	33000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
AEROSPACE & AERONAUTICAL					31304 24 36000/29000		35261 7		35000 1
AGRICULTURAL ENGINEERING						29000 3	37267 3		
CHEMICAL ENGINEERING						40262 8	39420 10	30000 1	39659 122 44400/36000
CIVIL ENGINEERING				28080 1	32000 1		20000 1	28914 34 36996/25750	38133 3
COMPUTER ENGINEERING					34965 7		35925 4		35500 1
ELECTRICAL/ELECTRONIC				36000 1	33591 18	38000 2	35515 65 50000/31300	34379 5	36612 17
INDUSTRIAL ENGINEERING					32975 8	36000 4	33928 41 52000/30000	28000 3	36294 11
MECHANICAL ENGINEERING					33754 19	38008 13	35004 239 42500/31000	29489 7	36658 39 42900/33600
METALLURGICAL ENGINEERING					30420 1		34476 10	36000 1	
MINING (INCL GEOLOGICAL)								36000 1	
NUCLEAR ENGINEERING							36000 1		
ENGINEERING TECHNOLOGY						26400 1	37538 8	20000 1	34500 1
INDUSTRIAL TECHNOLOGY							29500 2		
AGRIBUSINESS						20417 6			
ANIMAL SCIENCES						19750 2			
PLANT SCIENCES						22000 1			
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE	20000 1				33007 6	26850 2	34725 4		33750 4
COMPUTER PROGRAMMING									31700 1
INFORMATION SCIENCES					31500 1		30298 2		
ALLIED HEALTH			20981 4						
NURSING			31200 1						
PHARMACY									40750 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BIOLOGICAL SCIENCES	23000 1								18780 4
CHEMISTRY							20000 1	36000 1	29592 21 36500/25200
MATHEMATICS			19000 1		38400 1		27000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	30181	11	28131	13	29647	17	32100	5	25928	5	30500	1	29294	7	28500	9	30013	8
BUSINESS ADMINISTRATION	28318	10	24817	8	27324	19	32600	1	28000	2			21000	2	27675	4	27000	1
DISTRIBUTION MANAGEMENT	39000	1			32000	1			26000	1							31500	1
ECONOMICS & FINANCE	27926	10	31235	13	31056	9	32443	3	26750	3			30017	3	31969	13	30600	5
HOTEL/RESTAURANT MGMT.					20400	1											30250	2
HUMAN RESOURCES (incl. LA			27420	1	27000	2			18700	1			22880	1	20000	2		
MANAGEMENT INFO SYSTEMS	33024	8	27000	1	25000	3									27132	3	32500	2
MARKETING/MARKETING MANAG	25964	12	25530	8	27178 38 39700/25000		27500	1	26496	1			24250	2	27760	5	28500	1
COMMUNICATIONS	18000	1	22000	3	26963	3			25992	1					22967	3		
JOURNALISM															28900	1		
TELECOMMUNICATIONS/BROADC					29750	4												
HUMAN ECOLOGY (HOME ECONO	29532	1																
TEXTILES & CLOTHING	26500	2																
FOREIGN LANGUAGES			28000	1														
HUMANITIES - OTHER			45000	1	27500	1											30480	1
CRIMINAL JUSTICE	35000	1																
HISTORY	27000	1													29000	1		
POLITICAL SCIENCE/GOVT	22000	1	28500	1														
PSYCHOLOGY	27500	1			24667	3												
SOCIAL SCIENCES-OTHER	28500	1	16800	1	27000	5												
AEROSPACE & AERONAUTICAL			33783	6														
AGRICULTURAL ENGINEERING					39000	1												
CHEMICAL ENGINEERING	36875	4	37055	8	40667 31 42500/39000		40899	15	35851	3	38400	1	38828	8	40323 27 42780/37500		41642 33 44196/40000	

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
CIVIL ENGINEERING		33800 1			28633 6			37000 1	30000 1
COMPUTER ENGINEERING	35770 81 54000/29880	35653 59 38400/33100	31000 3	35500 2				31500 1	
ELECTRICAL/ELECTRONIC	36039 53 38880/33000	35128 193 39600/32040	35420 4	37165 4	34000 3		34620 4	37285 19	35843 7
INDUSTRIAL ENGINEERING	32611 11	34862 19	33727 11	33893 6	34160 5		33191 9	36800 3	29000 2
MECHANICAL ENGINEERING	35973 13	34969 81 43000/32000	34835 20 39000/33000	35369 21 39300/33000	32167 37 47000/28000		33687 12	38630 24 41000/36000	38184 25 42660/35000
METALLURGICAL ENGINEERING	38760 1	37075 4		32700 1	33734 30 40000/28500			37000 1	38000 1
MINING (INCL GEOLOGICAL)					34600 2	34826 7			30000 2
NUCLEAR ENGINEERING	35000 1								
PETROLEUM ENGINEERING									44050 2
ENGINEERING TECHNOLOGY	32864 3	37600 5	34000 1		28667 3			23000 2	
INDUSTRIAL TECHNOLOGY								25000 1	
AGRIBUSINESS			30000 1						
NATURAL RESOURCES								22500 1	
OTHER AGRICULTURAL SCIENC			27560 1						
COMPUTER SCIENCE	33039 25 39000/31200	34587 28 37200/31000	35657 7	35498 2				31764 1	34000 6
INFORMATION SCIENCES			33999 3						
SYSTEMS ANALYSIS		36140 1							
BIOLOGICAL SCIENCES			18000 1				30000 2		
CHEMISTRY		34470 2			35000 1		28000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	24025	2			30000	1			26125	4	26583	6	24872 30700/17680	20
BUSINESS ADMINISTRATION	26000	2	27000	1					28200	5	22770	2	22895 33000/18000	26
ECONOMICS & FINANCE	27500	2			30875	4	30600	1			30000	1	25467 38000/21260	22
HUMAN RESOURCES (incl. LA											30000	1	18000	1
MANAGEMENT INFO SYSTEMS	27000	1											27750	2
MARKETING/MARKETING MANAG	22000	5	32400	3	33100	6	46000	1	29167	3	34500	1	24301 33600/18000	38
ADVERTISING	23000	1												
COMMUNICATIONS	18000	1			31000	1	18000	1	25800	1			21191	6
JOURNALISM													20700	4
TELECOMMUNICATIONS/BROADC									36000	1			13000	1
ELEMENTARY EDUCATION													20000	1
HUMAN ECOLOGY (HOME ECONO									20000	1			21000	1
TEXTILES & CLOTHING			18500	1					17033	2				
FOREIGN LANGUAGES													18000	1
LETTERS (incl. English)									29000	2			14750	2
VISUAL & PERFORMING ARTS													16640	1
HUMANITIES - OTHER											19998	2	27180	5
CRIMINAL JUSTICE													12000	1
HISTORY	15000	1									22000	1	22250	2
POLITICAL SCIENCE/GOVT													26000	5
PSYCHOLOGY	28000	1			31000	1							16750	4
SOCIOLOGY													22000	6
SOCIAL SCIENCES-OTHER					29000	4			27500	7			20750	4

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
AEROSPACE & AERONAUTICAL							36500	1			35220	1		
BIOENGINEERING & BIOMEDIC					32167	3								
CHEMICAL ENGINEERING			40750	4							40190	12	41088	8
CIVIL ENGINEERING							28867	3	30000	1	31500	4	28376 33000/22000	23
COMPUTER ENGINEERING			40008	1	34395	2					30657	7	34167	3
ELECTRICAL/ELECTRONIC	36000	4	35910	2	33820	5	31200	1			34360	18	31655 37440/25000	26
INDUSTRIAL ENGINEERING	35600	1	36428	4	29856	1					31486	15	30087	16
MECHANICAL ENGINEERING	33360	3	37495	18	35611	7	37145	7			34424 38000/30000	34	32028 40500/28000	50
METALLURGICAL ENGINEERING							32600	9			35500	2	31637	7
MINING (INCL GEOLOGICAL)													31000	3
NUCLEAR ENGINEERING					31000	1							36393	4
PETROLEUM ENGINEERING													34500	2
ENGINEERING TECHNOLOGY											31155	8	30938	13
INDUSTRIAL TECHNOLOGY			27500	1										
ANIMAL SCIENCES													21000	1
COMPUTER SCIENCE	25552	5	35000	3	34200	8			29000	1	27440	5	30753	10
MATHEMATICS											28000	1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28685 1080 44000/26000	19701 33 38000/14000	29000 1	25450 265 45000/19500	28423 42 60000/18000	21767 66 52000/15000	26317 67 34000/19240	29076 188 41000/26000	24733 9
BACHELOR - TECHNICAL	33020 25 37000/30000	35100 1	33590 2	33406 19	34333 9	35325 62 50000/32000	30855 152 43500/26000	31801 473 50000/28000	32000 200 44000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26400 155 40000/19860	19172 33 25000/14560	19890 64 30000/15000	25185 195 56000/17000	23722 9	23041 520 52000/18000	20764 7	19035 10	19140 34 38000/13440
BACHELOR - TECHNICAL	31627 22 45000/25000		28400 5	31455 50 41000/28000	32000 1	33824 34 60000/26000	28000 2	27500 2	33500 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	22214 33 32000/15000	23669 16	24035 62 43000/18000	26157 22 34000/24000	21091 216 40000/14560	23997 57 37200/18340	24635 61 60000/18700	22602 32 42000/16163	22787 31 32000/16000
BACHELOR - TECHNICAL	22000 2	32742 41 40740/25000	30307 48 38500/27000	34549 71 41880/32000	22197 38 34000/16000	29468 28 45000/22000	26911 73 40000/23000	29525 155 45760/24000	25114 35 42000/15000

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	18476 63 30000/15000	21098 2	16605 48 27000/13000	20692 15	26285 8	28184 19	28457 63 50000/20000	25340 15	30181 74 40800/26000
BACHELOR - TECHNICAL	21500 2		22354 6	32040 2	32979 86 38400/30000	33031 42 42300/22000	35009 399 52000/31000	29480 55 37000/25000	37242 227 45000/30000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	28684 61 40000/22000	27711 51 50000/21000	27860 106 40000/25000	31793 10	25934 14	30500 1	27232 15	28532 41 48000/22900	30290 21 34000/29500
BACHELOR - TECHNICAL	35311 192 54000/30000	35186 407 55000/32000	36467 84 42500/30000	36921 51 42500/33000	32717 90 47000/28000	35273 8	34446 36 41040/31000	37845 81 42780/35000	38706 79 45000/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	23503 16	28540 5	31182 17	31533 3	26899 26 36000/22000	25824 14	
BACHELOR - TECHNICAL	31342 13	37211 33 41100/32500	34005 27 41580/29856	33701 21 40800/30000	29500 2	33689 107 44000/28000	

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	37272 46 60000/31000	36000 2	35000 1	33983 15	52550 10	45500 2	34800 5	41177 31 60000/34500	40000 1
MBA--TECH	45950 10			51667 3			29500 2	38343 14	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	29000 5	40500 2		31671 9	59000 2	34429 7			55000 3
MBA--TECH	37680 2	30000 1		38610 3	77500 2				60000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH	35750 4	34000 3	36000 6	45000 1	34333 3	32000 2	17200 2	36143 7	
MBA--TECH	30000 1	45000 1							

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH	21000 1			31500 2	43000 1		39430 24 48300/31000	38000 1	38023 11
MBA--TECH							44406 4	32500 1	52750 4

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	41917 6	37000 5	44125 8	49675 5	29000 2		40000 1	38460 5	42680 5
MBA--TECH	31002 2	35000 2	30000 1	47000 2					39500 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		38333 3			33000 2	44500 2	35167 6
MBA--TECH						42100 5	37000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28497 1026 44000/26000	26659 235 36000/20000	21306 8	26140 18	37000 3				29104 17
BUSINESS ADMINISTRATION	28671 13	25660 5	26054 11	24291 11	25000 2		20500 2	27000 1	26409 22 32000/22000
DISTRIBUTION MANAGEMENT							24000 1		36000 1
ECONOMICS & FINANCE	29131 31 50000/28000	27401 49 45000/21000	23982 17	26171 103 32000/22000	28000 16	31375 4	21633 3	25105 10	29192 105 48000/24000
HOTEL/RESTAURANT MGMT.							16600 1		26000 1
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARKETING MANAG		21350 2	25500 2	24573 15	35000 1			20000 1	25067 3
REAL ESTATE						36500 1	16800 1		32000 1
COMMUNICATIONS		18000 1	20350 2	21000 2	22000 1				
JOURNALISM		16000 1		45000 1					
HUMAN ECOLOGY (HOME ECONO		29532 1							
LETTERS (incl. English)	24000 1			20000 2					
VISUAL & PERFORMING ARTS	21300 1								
HUMANITIES - OTHER		30480 1	20000 1	18000 1					33000 2
HISTORY									32250 2
POLITICAL SCIENCE/GOVT			25500 3	16000 2					29450 6
PSYCHOLOGY		31800 2	25000 1						20000 1
SOCIOLOGY				26000 1					33000 1
SOCIAL SCIENCES-OTHER			17000 1						
COMPUTER ENGINEERING			33000 1		19000 1				
ELECTRICAL/ELECTRONIC				34960 3					
INDUSTRIAL ENGINEERING				31000 1	49000 1				35650 6
COMPUTER SCIENCE		23500 2	28700 1						

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
MATHEMATICS				18400 1					

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	19955 3	23056 4				28000 1			
BUSINESS ADMINISTRATION	23263 8	24924 23 31200/20000	24499 11		20000 2		21750 2		
ECONOMICS & FINANCE	25464 14	26396 25 47000/20000	24390 10					11500 1	
HUMAN RESOURCES (incl. LA			22000 1						
MARKETING/MARKETING MANAG		24555 6	23390 5		24000 1			25000 3	27500 1
REAL ESTATE	22000 1								
ADVERTISING				14440 1	18333 3		23000 1	19200 1	
COMMUNICATIONS	20000 1	23000 1		17000 1	20000 4	20333 3	18983 6	19694 18	17125 4
JOURNALISM			14000 1		19500 2	15873 9	17333 3	13440 1	21613 8
TELECOMMUNICATIONS/BROADC						17500 2	21000 5	40000 1	
ELEMENTARY EDUCATION								35000 1	
HUMAN ECOLOGY (HOME ECONO				20500 2					
FOREIGN LANGUAGES			20000 1						25000 1
LETTERS (incl. English)		23920 1	17500 1		21000 1		18000 1		19750 6
VISUAL & PERFORMING ARTS		23800 1		17470 4	21500 2			28000 1	
HUMANITIES - OTHER	24000 1	20000 1		18000 2				29732 3	27078 2
CRIMINAL JUSTICE			20000 1						
HISTORY	21000 2		18000 2				28000 1		
POLITICAL SCIENCE/GOVT	19667 3		20783 6			22000 1		20000 2	
PSYCHOLOGY		23000 1			18500 1			17680 1	
SOCIOLOGY		16350 1							
SOCIAL SCIENCES-OTHER		22000 2	13927 2						
INDUSTRIAL ENGINEERING								33000 2	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
MECHANICAL ENGINEERING			32500 1				38400 1		
METALLURGICAL ENGINEERING							34560 2		
OTHER PHYSICAL & EARTH SC		31000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING		18000 1	28833 3				29500 2	27000 1	25022 14
BUSINESS ADMINISTRATION	18875 4	26007 15	26031 30 37920/22000	25883 7	23672 9	25917 2	24364 89 52000/16000	21500 1	26790 2
DISTRIBUTION MANAGEMENT			30000 1	28711 19			26533 3		
ECONOMICS & FINANCE	27000 1	36226 5	26225 12	21000 2	30767 3	23750 2	26368 42 40000/20000		25800 8
HOTEL/RESTAURANT MGMT.		20400 1		30250 2			15870 4		
HUMAN RESOURCES (incl. LA							25000 2		
MARKETING/MARKETING MANAG	23089 9	26477 18	25401 87 33000/21000	22771 7	21878 14	34000 2	26323 199 50000/18000		
REAL ESTATE							30000 1		
ADVERTISING	21200 5						26333 3		
COMMUNICATIONS		21460 7	20833 3	15000 1	25000 1		23396 30 32500/16500		
JOURNALISM	16000 1	32000 1	23125 8				21275 8		
TELECOMMUNICATIONS/BROADC		36000 1	23333 6				29750 4		
ELEMENTARY EDUCATION				18000 1			23000 1		
HUMAN ECOLOGY (HOME ECONO			24500 2				11136 1		
TEXTILES & CLOTHING			21905 21 26500/20000				12220 2		
MERCHANDISING MANAGEMENT		23500 1							
FOREIGN LANGUAGES	17000 1					25000 1			
LETTERS (incl. English)	19500 2	21900 2	22500 2	35000 1	14000 1		22722 9		
VISUAL & PERFORMING ARTS	20000 1		31000 1				19667 3		
HUMANITIES - OTHER	20000 1				26000 1		24910 10		
CRIMINAL JUSTICE				19000 1			35000 1		
HISTORY			15000 1				21500 6		
POLITICAL SCIENCE/GOVT							25438 8	16000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
PSYCHOLOGY			22667 3				23190 10	17160 1	
SOCIOLOGY			22500 1				23500 4		
SOCIAL SCIENCES-OTHER		33000 1	23188 8				25833 30 31000/15000	20000 1	
AEROSPACE & AERONAUTICAL							23000 1		
CHEMICAL ENGINEERING		42000 1					37056 5		
CIVIL ENGINEERING							30000 2		
COMPUTER ENGINEERING							33575 4		
ELECTRICAL/ELECTRONIC							33984 21 37200/30000		
INDUSTRIAL ENGINEERING			33240 1	36000 1	36000 1		33421 7		
MECHANICAL ENGINEERING	30000 1	36600 2			36000 1		32818 24 40100/29500		
METALLURGICAL ENGINEERING					33000 1				
ENGINEERING TECHNOLOGY							31496 2		
AGRIBUSINESS							30000 1		
OTHER AGRICULTURAL SCIENC							28780 2		
COMPUTER SCIENCE					38000 1			33000 1	
PHARMACY							40000 1		
ACTUARIAL			28000 1						
BIOLOGICAL SCIENCES							20000 1		
CHEMISTRY							30600 4		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			24000 1						
BUSINESS ADMINISTRATION			18000 1		18700 1				17000 1
DISTRIBUTION MANAGEMENT			19200 1						
ECONOMICS & FINANCE	25000 1		24804 4	18000 1					28500 2
HUMAN RESOURCES (incl. LA			33500 1						
MARKETING/MARKETING MANAG			24500 1						
COMMUNICATIONS		30000 1							
JOURNALISM		26000 1			23000 2				
TEXTILES & CLOTHING							1768[illegible] 3		
FOREIGN LANGUAGES		27000 1							
HUMANITIES - OTHER		34500 2							
CRIMINAL JUSTICE		22779 24 60000/16640	25500 1						
HISTORY	22000 1	10000 1	25650 4						
POLITICAL SCIENCE/GOVT		29500 2	18000 1						
SOCIOLOGY		26000 1							
SOCIAL SCIENCES-OTHER		21244 3	21000 1		23000 2				
AEROSPACE & AERONAUTICAL			28000 1				31451 13		34176 5
AGRICULTURAL ENGINEERING								28000 1	
ARCHITECTURAL ENGINEERING							26667 3		
CHEMICAL ENGINEERING							38087 8	37351 7	39333 30 45000/34580
CIVIL ENGINEERING					28100 2		28981 170 42000/25920	30706 21 38400/28000	33800 1
COMPUTER ENGINEERING		28000 1		36600 3			34600 5		
ELECTRICAL/ELECTRONIC	32000 1						32980 51 38000/28000		34806 68 42000/29000

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
INDUSTRIAL ENGINEERING							35100 1	32004 1	33615 78 50004/30000
MECHANICAL ENGINEERING			30000 1				33982 107 42500/28500	33007 3	35543 240 47000/32000
METALLURGICAL ENGINEERING							32310 2		34540 25 42300/32000
MINING (INCL GEOLOGICAL)							33413 6	32467 12	36600 2
NUCLEAR ENGINEERING							36000 1		
ENGINEERING TECHNOLOGY							20000 2		32119 17
INDUSTRIAL TECHNOLOGY									26250 2
COMPUTER SCIENCE							32720 2		35000 2
INFORMATION SCIENCES			20000 1						
ALLIED HEALTH		22902 1							
ARCHITECTURAL & ENVIRONME					24138 3				
BIOLOGICAL SCIENCES		22400 1					36000 1		
CHEMISTRY								29373 3	
GEOLOGY & GEOLOGICAL SCI								35000 1	
MATHEMATICS			30000 1						
PHYSICS			16800 1						
OTHER PHYSICAL & EARTH SC		25000 1	27600 1						

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEE
BUSINESS ADMINISTRATION									
ECONOMICS & FINANCE									
MANAGEMENT INFO SYSTEMS	30500 2				28500 1				
FOREIGN LANGUAGES									
LETTERS (incl. English)							35400 1		
POLITICAL SCIENCE/GOVT								[illegible] 1	
PSYCHOLOGY					29000 1				
SOCIOLOGY									
AEROSPACE & AERONAUTICAL	31630 2	31000 1	31000 2		35000 1	33443 5	[illegible] 1	[illegible] 6	
AGRICULTURAL ENGINEERING							[illegible] 1	[illegible] 1	
ARCHITECTURAL ENGINEERING									
BIOENGINEERING & BIOMEDIC					33000 1				
CHEMICAL ENGINEERING	34000 1	45600 1	35000 1		40537 30 44000/39000	40000 2	[illegible] 172 [illegible]	[illegible] 5	
CIVIL ENGINEERING		30000 1			31500 2	29733 3		[illegible] 11	
COMPUTER ENGINEERING	34547 17		35010 70 54000/30000	36864 37 39000/35100	35540 3	30000 1	[illegible] 2	[illegible] 5	
ELECTRICAL/ELECTRONIC	33638 28 42000/27000	34682 58 39000/32496	35493 34 42500/34000	36257 86 39600/34200	36488 12	35155 19	[illegible] 18	[illegible] 61	
INDUSTRIAL ENGINEERING	33106 17	34190 2	35000 2	33560 3	29300 4	37000 2	29500 6	[illegible] 5	
MECHANICAL ENGINEERING	35007 6	36104 24 40100/35000		34401 12	33742 10	36304 11	[illegible] 9	[illegible] 61	
METALLURGICAL ENGINEERING			33960 1	28000 1	36500 1	29750 2	[illegible] 6	[illegible] 5	
MINING (INCL GEOLOGICAL)							[illegible] 1		
NUCLEAR ENGINEERING						35000 1			
PETROLEUM ENGINEERING									
ENGINEERING TECHNOLOGY		30000 1	29750 2	30000 2	45167 3	41000 1	[illegible] 1	[illegible] 6	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
INDUSTRIAL TECHNOLOGY	31800 1								30000 1
PLANT SCIENCES									25000 1
NATURAL RESOURCES									22500 1
COMPUTER SCIENCE	32904 17		34539 42 39000/32000		26920 5		35000 1		32530 56 39600/24000
SYSTEMS ANALYSIS				36140 1					
BIOLOGICAL SCIENCES					24000 1	19360 2			
CHEMISTRY					29559 8	22600 2	36900 1		
MATHEMATICS	30000 1		35300 1		38400 1				27000 1
PHYSICS									25000 1
OTHER PHYSICAL & EARTH SC									19242 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	21447 7								21750 4
ECONOMICS & FINANCE	28000 1								
COMMUNICATIONS				20000 1					15082 2
TELECOMMUNICATIONS/BROADC									13000 1
HUMAN ECOLOGY (HOME ECONO									19000 1
VISUAL & PERFORMING ARTS									25000 1
HUMANITIES - OTHER	23000 1								22000 1
CRIMINAL JUSTICE	18500 1								12000 1
PSYCHOLOGY	20543 6			28000 1			13000 1		12200 4
CHEMICAL ENGINEERING						34000 1			
CIVIL ENGINEERING		29000 1							
INDUSTRIAL ENGINEERING	33000 1								
MECHANICAL ENGINEERING			35000 1						31250 1
ALLIED HEALTH			25568 9		27637 6		23500 2		26533 6
HEALTH SCIENCES	31650 4		27000 1						22349 7
NURSING	40000 1			29541 129 45000/24000					
PHARMACY						42753 22 60000/37440			
BIOLOGICAL SCIENCES			24360 2				10500 1		19606 8
CHEMISTRY									22000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING					28414 7	26467 6			
BUSINESS ADMINISTRATION		20000 1	23000 1		27395 12	31563 8	25625 4		17862 1
DISTRIBUTION MANAGEMENT							30000 1		
ECONOMICS & FINANCE	19500 1		18750 1		26833 3	29475 12	29333 3		
HUMAN RESOURCES (incl. LA	14000 1								
MANAGEMENT INFO SYSTEMS					27451 31 33500/23000	29658 48 34000/26500	28740 34 33600/25500		
MARKETING/MARKETING MANAG			25992 1			27500 1			
ADVERTISING					18000 1	16500 1			
COMMUNICATIONS	25000 2		17000 2						
JOURNALISM	20000 2					16000 1	56000 1		
TELECOMMUNICATIONS/BROADC							28000 1		
ELEMENTARY EDUCATION						20000 1			
PRE-ELEMENTARY EDUCATION	13000 1			19000 2					
SPECIAL EDUCATION	17500 1								
HUMAN ECOLOGY (HOME ECONO				13299 3					
FOREIGN LANGUAGES					24000 2				
LETTERS (incl. English)		13000 1							
HUMANITIES - OTHER	18950 2	18000 1			21996 1	29700 1	33672 1		12000 1
CRIMINAL JUSTICE	25000 1								
HISTORY		13520 1					27000 1		
POLITICAL SCIENCE/GOVT	21000 1						25370 1		
PSYCHOLOGY	21867 3	17643 14		18381 9		17000 1			
SOCIOLOGY	14000 1	23180 5		22000 1	29000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
SOCIAL SCIENCES-OTHER	19000 2	17500 3	12000 1	18390 9	28000 1				
AEROSPACE & AERONAUTICAL						32750 4			
AGRICULTURAL ENGINEERING									31667 3
COMPUTER ENGINEERING		35000 1			30777 25 38100/27000	33507 15	32574 22 39500/29000		
ELECTRICAL/ELECTRONIC					33172 11	32111 9	32929 7		
INDUSTRIAL ENGINEERING		31000 1			33750 2	31659 27 36600/28000	30000 2		29000 1
MECHANICAL ENGINEERING		31000 1			31000 2		31000 1		
NUCLEAR ENGINEERING					31000 1				
ENGINEERING TECHNOLOGY					33733 3				
AGRIBUSINESS									21500 5
ANIMAL SCIENCES									19750 2
PLANT SCIENCES									20500 2
NATURAL RESOURCES							26000 1		19128 5
COMPUTER SCIENCE					29765 116 39000/25750	31798 53 45000/28300	32701 53 49000/27000		
COMPUTER PROGRAMMING					27750 2	28000 1	31700 1		
INFORMATION SCIENCES					30740 4	28979 14	31298 5		
SYSTEMS ANALYSIS						31000 1			
ALLIED HEALTH	30763 1	18887 3							
ACTUARIAL								33723 44 41000/28000	
MATHEMATICS	19000 1				26500 2	34000 1	23000 1	29300 6	

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		29150 12		28167 6					
BUSINESS ADMINISTRATION		28466 30 37500/26000	25800 9	22252 163 33000/17500					12000 1
DISTRIBUTION MANAGEMENT				24000 1					
ECONOMICS & FINANCE		30177 87 41000/26000		25357 51 36000/22200			28667 3		28000 1
HOTEL/RESTAURANT MGMT.				20063 59 26000/14560					
HUMAN RESOURCES (incl. LA			22856 14	19667 6				16000 1	
MANAGEMENT INFO SYSTEMS		31292 13		30000 3					
MARKETING/MARKETING MANAG		29000 6	23500 2	22615 62 32400/17000					
REAL ESTATE		31500 4		24000 2					
ADVERTISING							16500 1		
COMMUNICATIONS		24300 2	22000 1	21996 26 24000/19800					16828 2
JOURNALISM		30000 1		19625 4			16000 2		22150 2
TELECOMMUNICATIONS/BROADC		29900 1		27900 1					
ELEMENTARY EDUCATION						22000 2			20082 128 33404/14500
PRE-ELEMENTARY EDUCATION									16620 28 23000/12940
PHYSICAL EDUCATION									23182 7
SPECIAL EDUCATION									22394 28 36000/18230
HUMAN ECOLOGY (HOME ECONO				23390 10					
TEXTILES & CLOTHING				18500 1					
FOREIGN LANGUAGES			16000 1	22333 3					23139 5
LETTERS (incl. English)		10400 1	26000 1	19833 6			15000 1		19984 8
VISUAL & PERFORMING ARTS			16000 1	20575 4					21875 8
HUMANITIES - OTHER			41000 3	22440 5		28000 1			22000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
CRIMINAL JUSTICE		25500 2						30000 1	
HISTORY		28000 2		21917 6		20000 2			19160 5
POLITICAL SCIENCE/GOVT		29778 9	24667 3	24460 5		26000 1	23000 2		22000 3
PSYCHOLOGY			19000 2	20137 8	22000 1				15200 2
SOCIOLOGY			19000 1	19500 2					13000 1
SOCIAL SCIENCES-OTHER		13000 2		22750 8		21000 1			21961 10
AEROSPACE & AERONAUTICAL		33833 6							
AGRICULTURAL ENGINEERING		28500 1							
BIOENGINEERING & BIOMEDIC		30500 4							
CHEMICAL ENGINEERING		32863 8		40500 1				40000 1	
CIVIL ENGINEERING		28613 27 33000/26500		30200 2					
COMPUTER ENGINEERING		31922 13							
ELECTRICAL/ELECTRONIC		32787 33 39100/30000		35500 2					31000 1
INDUSTRIAL ENGINEERING		31735 60 40000/29000		35100 1	30000 1				
MECHANICAL ENGINEERING		32165 22 37200/30000		34000 4					15600 1
METALLURGICAL ENGINEERING		38500 1		36000 2					
ENGINEERING TECHNOLOGY		29500 2		24200 2					
INDUSTRIAL TECHNOLOGY				29000 1					
AGRIBUSINESS				20500 2				21000 1	
ANIMAL SCIENCES		21000 1							
OTHER AGRICULTURAL SCIENC				23000 2					
COMPUTER SCIENCE		32396 49 41200/30000							21000 1
HEALTH SCIENCES								18000 2	16900 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT [illegible]	MATH/STATISTIC	MARKETING	RESEARCH - MISC	RESEARCH - TECH	TRADE BUSINESS
NURSING		30000 1							
ACTUARIAL		33667 3							
BIOLOGICAL SCIENCES				23000 3				[illegible] 6	[illegible] 6
CHEMISTRY								[illegible] 12	[illegible] 1
MATHEMATICS		31000 6							[illegible] 12
PHYSICS		28500 1							
OTHER PHYSICAL & EARTH SC									[illegible] 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28507 1072 50000/26000	26725 298 45000/20000	23803 46 40000/15000	25673 156 45000/20200	28957 23 48000/22000	32400 5	20413 8	24838 12	28829 162 48000/23000
BACHELOR - TECHNICAL		23500 2	30850 2	30856 5	34000 2				35650 6

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23317 33 40000/18000	24951 66 47000/17000	22254 41 29000/15000	17832 10	20031 16	18054 16	20179 19	21925 33 40000/16000	21207 22 30156/15000
BACHELOR - TECHNICAL		31000 1	32500 1				35840 3	33000 2	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	21132 25 38800/16000	26505 53 40000/20000	24791 189 37920/21000	26234 41 39000/19000	23333 29 36300/18000	27476 7	25224 472 52000/16800	20332 5	25429 24 33000/21696
BACHELOR - TECHNICAL	30000 1	38400 3	30620 2	36000 1	35750 4		32943 75 41000/28000	33000 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23500 2	23818 36 60000/16640	24095 16	18000 1	22140 5		17688 3		24667 3
BACHELOR - TECHNICAL	32000 1	24576 4	25400 6	36600 3	25723 5		31422 372 42500/27200	32204 49 42000/28000	35126 470 50004/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	30500 2				27250 2		35400 1	30000 1	
BACHELOR - TECHNICAL	33560 90 42500/29000	35042 86 45600/32000	34869 155 54000/31000	36062 142 39600/33000	36183 98 55000/28000	33826 51 41000/25200	39293 207 44400/35500	35088 167 52000/29000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	21431 16			24000 2			13000 1		
BACHELOR - TECHNICAL	33267 6	29000 1	26218 13	29541 129 45000/24000	27637 6	42372 23 60000/35000	19167 3		

AVERAGE SALARY OFFERS SEPTEMBER 1993 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	19750 18	18458 26 35000/13000	18957 6	17952 24 25000/15000	27188 59 33500/21000	28941 80 35000/22717	29100 47 56000/25000		14931 2
BACHELOR - TECHNICAL	24882 2	25610 6			30239 168 39000/25750	31691 125 45000/28000	32349 93 49000/26000	33192 50 41000/26550	22647 18

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29395 172 41000/26000	24558 38 52000/18000	22403 442 40000/17000	22000 1	22714 7	21722 9	23000 2	20169 240 36000/13740
BACHELOR - TECHNICAL		31719 238 50000/29000		29473 22 40500/23000	30000 1			24961 23 40000/18000	20337 28 31000/16000

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Kearney
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1993 through February 10, 1993) and cumulatively (September 1, 1992, and February 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	29	216	$27912	$27905	$32000	$28500	$23100	136	740	$26680	$27151	$31000	$26500	$22500
BUSINESS ADMIN (INCL MGMT	5	62	22620	24497	*	*	*	21	199	24357	23231	27600	25000	21528
DISTRIBUTION MANAGEMENT	+	+	+	+				+	7	+	28271			
ECONOM & FINANCE (BANKING	2	38	21500	24590	*	*	*	16	131	25500	25043	*	*	*
HOTEL/RESTAURANT MGMT.	+	2	+	20892				+	14	+	20147			
HUMAN RSRCS (incl LABOR R	+	3	+	39000				+	11	+	26617			
MANAGEMENT INFO SYSTEMS	1	12	31000	28208	*	*	*	5	72	24800	28631	*	*	*
MARKETING/MARK MGMT (RESR	+	42	+	25532				24	198	24403	24357	27996	23750	18000
REAL ESTATE	+	1	+	16600				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26333				+	14	+	23129			
COMMUNICATIONS	+	10	+	22628				11	42	22818	22004	*	*	*
JOURNALISM	+	3	+	18267				+	8	+	18538			
TELECOMMUN/BROADCASTING	+	2	+	23250				+	7	+	23429			
EDUCATION														
ELEMENTARY EDUCATION	4	26	20435	19256	*	*	*	5	117	19796	20746	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	21341				+	14	+	16200			
PHYSICAL EDUCATION	1	3	22000	18500	*	*	*	1	9	22000	22145	*	*	*
SPECIAL EDUCATION	+	9	+	22802				+	19	+	22177			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	13000				+	14	+	19584			
TEXTILES & CLOTHING	+	+	+	+				+	2	+	17033			
MERCHANDISING MANAGEMENT	+	2	+	18000				+	5	+	19400			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	3	+	21822			
LETTERS (incl English, Li	1	5	21800	20960	*	*	*	2	24	25900	20222	*	*	*
VISUAL & PERFORMING ARTS	1	5	18000	21420	*	*	*	1	20	18000	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	8	18000	22101	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	24467				+	10	+	22570			
HISTORY	+	4	+	22213				+	15	+	21334			
POLITICAL SCIENCE/GOVT	1	10	12000	23236	*	*	*	1	19	12000	23122	*	*	*
PSYCHOLOGY	+	6	+	25917				+	24	+	21404			
SOCIOLOGY	1	2	24000	21042	*	*	*	3	12	20719	18990	*	*	*
SOCIAL SCIENCES-OTHER	1	10	21900	20926	*	*	*	3	32	23967	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	34400				+	14	+	31990			
AGRICULTURAL	+	+	+	+				+	4	+	33400			
ARCHITECTURAL	+	+	+	+				1	2	27000	25000	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	23500			
CHEMICAL	+	56	+	40400				15	151	38819	39522	*	*	*
CIVIL	1	21	31400	29762	*	*	*	33	135	28861	29188	32100	29000	26100
COMPUTER	+	31	+	31934				7	81	31628	32911	*	*	*
ELECTRICAL/ELECTRONIC	+	61	+	33977				29	290	34243	33938	38000	35000	29000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL	+	35	+	$31865				6	85	$33800	33041	*	*	*
MECHANICAL	7	78	$31081	34241	*	*	*	41	293	33593	34256	$39000	$33000	$30000
METALLURGICAL	+	5	+	34193				5	20	36780	34221	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				2	11	29500	32735	*	*	*
NUCLEAR	+	+	+	+				+	2	+	34000			
PETROLEUM	+	+	+	+				4	12	41875	39183	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	1	+	36000				4	14	30450	31071	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	28000				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	19500				2	6	28498	21599	*	*	*
ANIMAL SCIENCES	+	4	+	24025				+	9	+	21966			
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	1	1	18000	18000	*	*	*	1	3	18000	22000	*	*	*
OTHER AGRICULTURAL SCIENC	+	5	+	18700				+	9	+	20889			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	57	30000	30305	*	*	*	10	122	30064	30772	*	*	*
COMPUTER PROGRAMMING	+	2	+	27750				1	4	24996	27790	*	*	*
INFORMATION SCIENCES & SY	2	8	29200	30175	*	*	*	12	43	28693	28231	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29185				+	7	+	28855			
HEALTH SCIENCES	+	3	+	16600				+	9	+	18997			
NURSING	+	3	+	25447				+	11	+	30895			
PHARMACY	1	5	47000	45400	*	*	*	2	32	45750	44004	*	*	*
SCIENCES														
ACTUARIAL	+	+	+	+				+	1	+	36000			
ARCHITECTURAL & ENVIRONME	+	1	+	33280				+	5	+	22296			
BIOLOGICAL	2	5	17800	21320	*	*	*	2	12	17800	23649	*	*	*
CHEMISTRY	1	2	24000	26250	*	*	*	2	11	26175	29785	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	2	35000	28000	*	*	*	1	4	35000	26240	*	*	*
MATHEMATICS	2	12	23995	25630	*	*	*	2	29	23995	23053	*	*	*
PHYSICS	1	2	20000	22500	*	*	*	1	3	20000	22160	*	*	*
OTHER PHYSICAL & EARTH SC	1	3	23000	22333	*	*	*	1	4	23000	21561	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	68	895						414	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	23	169	$27846	$28579	$31000	$28500	$24000	112	542	$26935	$27839	$31000	$27000	$24000
ACCOUNTING (PRIVATE)	7	46	26800	25231	*	*	*	22	173	24960	25346	30000	24500	21000
COMMERCIAL BANKING (CNSMR	+	12	+	21750				2	26	23250	21515	*	*	*
COMMERCIAL BANKING (LENDG	+	1	+	20200				+	13	+	24160			
INVESTMT BANKING (CORP FN	+	1	+	21000				+	3	+	27667			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	36500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	6	+	20150			
INVESTMT BANKG (SALES & T	+	2	+	30000				+	4	+	24500			
FINANCIAL/TREASURY ANALYS	1	12	20000	26842	*	*	*	10	54	26000	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				+	11	+	23817			
UNDERWRITING	+	4	+	23128				1	17	25200	22176	*	*	*
INSURANCE - CLAIMS	+	6	+	21667				3	16	25852	22208	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	31000				+	18	+	25740			
MEDIA PLANNING	+	1	+	19800				+	5	+	20060			
REPORTING	+	1	+	12480				+	4	+	18870			
PRODUCTION	+	2	+	22250				1	8	25000	23363	*	*	*
PUBLIC RELATIONS	+	1	+	18000				1	11	18200	21235	*	*	*
WRITING / EDITING	+	1	+	18500				+	3	+	23933			
MARKETING														
ADVERTISING	+	2	+	26125				2	12	15000	22546	*	*	*
BRAND/PRODUCT MANAGEMENT	+	8	+	23330				1	31	29000	24861	*	*	*
BUYER/MERCHANDISING	+	5	+	25900				1	34	23000	24575	*	*	*
DISTRIBUTION	+	1	+	24000				1	8	39996	29312	*	*	*
MARKET RESEARCH	+	+	+	+				1	19	29004	24100	*	*	*
PURCHASING	+	1	+	21000				+	2	+	17700			
SALES	2	41	19000	25629	*	*	*	25	173	25505	24529	31740	26000	18500
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	24000				1	4	17500	20047	*	*	*
FINANC,TAXA, MONETARY POL	+	2	+	17076				1	22	22717	23334	*	*	*
ECONOMIC PROGRAMS	+	2	+	18453				+	2	+	18453			
LAW ENFORCEMENT	+	4	+	25350				+	13	+	22981			
MILITARY	1	5	24000	23178	*	*	*	2	13	27000	25336	*	*	*
NATIONAL SECURITY	+	+	+	+				+	2	+	28800			
URBAN / REGIONAL PLANNING	1	3	35000	26667	*	*	*	1	7	35000	23414	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	1	+	33000			
DESIGN / CONSTRUCT	2	26	28000	31612	*	*	*	27	179	30329	30343	35000	30000	26208
ENVIRONMENTAL/SANITATION	+	6	+	28747				7	32	31856	31599	*	*	*
MANUFACTURING/INDUSTRIAL	+	41	+	33385				8	163	31906	34728	*	*	*
SYSTEMS / PROGRAMMING	+	17	+	32214				3	33	30800	32200	*	*	*
POWER SYSTEMS	+	16	+	34854				1	45	35400	34604	*	*	*
SOFTWARE DESIGN & DEVELOP	+	10	+	32968				7	49	31813	32894	*	*	*
HARDWARE DESIGN & DEVELOP	+	11	+	35591				3	45	33865	35390	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	6	+	$38817				2	31	$28626	$37405	*	*	*
TESTING	1	10	$23100	32556	*	*	*	6	27	26792	31890	*	*	*
PROCESS ENGINEERING	+	38	+	40598				17	104	38435	38942	*	*	*
PROJECT ENGINEERING	4	25	33438	35772	*	*	*	44	131	35069	35127	$39600	$34920	$30000
OTHER ENGINEERING	1	41	36120	35368	*	*	*	15	207	32421	33831	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	24260				+	7	+	25803			
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	2	+	26450				+	4	+	29537			
NURSES / PERSONAL CARE	+	3	+	25447				+	13	+	29295			
OCCUPATIONAL THERAPY	+	1	+	32840				+	1	+	32840			
PHARMACIST	1	5	47000	45400	*	*	*	2	32	45750	44004	*	*	*
PHYSICAL THERAPY	+	1	+	31000				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	5	+	24800				+	20	+	21654			
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	19253				2	14	22500	19435	*	*	*
COUNSELING	+	4	+	22500				+	13	+	21077			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	3	+	16917			
SOCIAL WORK	1	4	24000	20521	*	*	*	2	15	21578	20735	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	41	+	29102				13	99	27826	28845	*	*	*
INFORMATION SYSTEMS	2	32	24000	29591	*	*	*	7	82	27000	28793	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	16	31133	32701	*	*	*	12	52	30793	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				+	3	+	27673			
AGRICULTURE/NAT'L RESOURC	2	8	17000	18188	*	*	*	2	21	17000	22085	*	*	*
ARCHITECTURE	+	3	+	23593				+	5	+	23156			
CONSULTING	+	49	+	31632				4	82	32775	31162	*	*	*
HUMAN RESRCS /INDUS RELS	+	2	+	29150				+	17	+	24582			
MANAGEMENT TRAINEE	2	62	22750	23378	*	*	*	27	218	23477	23274	28000	23000	18000
MATH/STATISTICIANS	+	3	+	27999				+	4	+	27750			
PARALEGAL	+	1	+	25000				+	5	+	19800			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	37000			
RESEARCHERS - TECHNICAL	+	+	+	+				+	1	+	24000			
TEACHING	14	58	21431	20221	*	*	*	15	224	21151	20786	*	*	*
TOTALS	68	895						414	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	11	+	$30898				16	36	$28538	$29694	*	*	*
MBA--NON-TECH	+	19	+	35868				34	74	32490	33701	$40000	$32000	$25000
MBA--TECH	+	3	+	41253				1	5	25700	35892	*	*	*
MS-BUSINESS	+	2	+	33000				+	4	+	30875			
ECONOMICS & FINANCE (BANK	+	+	+	+				+	1	+	36000			
HUMAN RESOURCES (INCL LAB	+	1	+	41000				2	3	23500	29333	*	*	*
MANAGEMENT INFORMATION SY	+	8	+	34850				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	1	2	$27000	24498	*	*	*	1	2	27000	24498	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	1	+	21800			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	25500				+	5	+	26081			
ELEMENTARY EDUCATION	+	+	+	+				+	5	+	30658			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	18500				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	30000				+	4	+	28427			
SOCIAL SCIENCES														
PSYCHOLOGY	1	2	26500	51500	*	*	*	2	4	27250	39950	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	38500				+	2	+	38500			
AGRICULTURAL	+	+	+	+				+	1	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	7	+	41954				+	11	+	40649			
CIVIL	+	1	+	32700				1	23	26000	32790	*	*	*
COMPUTER	+	2	+	37002				1	9	46500	39656	*	*	*
ELECTRICAL/ELECTRONIC	+	10	+	37996				2	59	39696	39821	*	*	*
INDUSTRIAL	+	2	+	39400				+	10	+	40680			
MECHANICAL	+	8	+	40625				+	26	+	40597			
METALLURGICAL	+	+	+	+				+	1	+	36000			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$36000				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	25000				+	4	+	30266			
NURSING	+	1	+	35000				+	1	+	35000			
SCIENCES														
AGRICULTURAL & NATL RESOU	1	1	$27000	27000	*	*	*	1	1	$27000	27000	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				1	2	30000	28500	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	38311				1	22	25000	38311	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	2	29000	29500	*	*	*	3	4	35500	34125	*	*	*
MATHEMATICS (INCL ACTUARI	+	2	+	27788				+	2	+	27788			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	99						66	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM: NUMBER OF OFFERS REGIONAL	INTERIM: NUMBER OF OFFERS NATIONAL	INTERIM: AVERAGE $ OFFERS REGIONAL	INTERIM: AVERAGE $ OFFERS NATIONAL	INTERIM: PERCENTILES' 90TH	INTERIM: PERCENTILES' 50TH	INTERIM: PERCENTILES' 10TH	CUMULATIVE: NUMBER OF OFFERS REGIONAL	CUMULATIVE: NUMBER OF OFFERS NATIONAL	CUMULATIVE: AVERAGE $ OFFERS REGIONAL	CUMULATIVE: AVERAGE $ OFFERS NATIONAL	CUMULATIVE: PERCENTILES' 90TH	CUMULATIVE: PERCENTILES' 50TH	CUMULATIVE: PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	5	+	$35600				11	18	$29545	$31500	*	*	*
MBA--TECH	+	1	+	28500				+	1	+	28500			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	4	+	55000				10	17	39200	43353	*	*	*
MBA--TECH	+	5	+	46800				+	5	+	46800			
OVER 4 YEARS														
MBA--NON-TECH	+	1	+	37328				20	23	43735	43175	$65000	$41000	$32000
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	+	16						41	64					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	1	4	$49000	$52500	*	*	*	1	7	$49000	$48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	5	+	52189				3	13	54667	52919	*	*	*
CIVIL	+	+	+	+				1	1	36000	36000	*	*	*
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	3	+	43667			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	9	+	50102			
METALLURGICAL	+	1	+	50000				+	4	+	48435			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	1	+	38000				+	1	+	38000			
CHEMISTRY	+	1	+	30000				+	1	+	30000			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	1	+	51900				+	2	+	52950			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	13						5	41					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26972 110 33000/24000					28500 5		23000 1	
BUSINESS ADMIN (INCL MGMT		12000 1					27000 1		
ECONOM & FINANCE (BANKING				25000 1		30000 1			
MANAGEMENT INFO SYSTEMS							25000 3		
MARKETING/MARK MGMT (RESR				21500 1			32496 2		
COMMUNICATIONS		18000 1							
POLITICAL SCIENCE/GOVT							12000 1		
CHEMICAL								38000 1	40350 2
CIVIL								30800 5	29487 7
ELECTRICAL/ELECTRONIC						33628 3	37200 1	35632 3	42000 1
INDUSTRIAL								36500 2	
MECHANICAL							27000 1	34440 3	35030 2
MINING (INCL GEOLOGICAL)								24000 1	
COMPUTER SCIENCE							28500 3		
INFORMATION SCIENCES & SY	32400 1			27000 1			27240 5		

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	22830	2																
BUSINESS ADMIN (INCL MGMT	26333	3					24940	4			22876	4						
ECONOM & FINANCE (BANKING	20000	1			24498	2					22333	3						
MANAGEMENT INFO SYSTEMS											24500	2						
MARKETING/MARK MGMT (RESR	24000	1	22992	1			33996	2			21583	12					25000	1
COMMUNICATIONS							24500	2			22360	5					29000	1
LETTERS (incl English, Li	30000	1																
HUMANITIES - OTHER											18000	1						
SOCIAL SCIENCES-OTHER			24000	1														
COMPUTER											27200	3						
INFORMATION SCIENCES & SY	28500	3									27996	1						
PHARMACY											47000	1						

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			21000 1			22906 3	19000 1		18700 1
BUSINESS ADMIN (INCL MGMT	26000 1		21528 1		40000 1	23000 2			
ECONOM & FINANCE (BANKING							17500 1		
MARKETING/MARK MGMT (RESR							27000 1		
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION					19796 5				
PHYSICAL EDUCATION					22000 1				
LETTERS (incl English, Li					21800 1				
VISUAL & PERFORMING ARTS					18000 1				
SOCIOLOGY					19156 1			24000 1	19000 1
SOCIAL SCIENCES-OTHER					21900 1		26000 1		
CIVIL			29904 2			29000 1	26585 10		
COMPUTER			37000 1						
ELECTRICAL/ELECTRONIC						28567 3			
INDUSTRIAL			40000 1						
MECHANICAL				34063 4		27500 2			
COMPUTER SCIENCE									30000 1
COMPUTER PROGRAMMING		24996 1							
PHARMACY									44500 1
BIOLOGICAL					19600 1		16000 1		
CHEMISTRY					24000 1				
GEOLOGY & GEOLOGICAL SCI							35000 1		
MATHEMATICS					23995 2				

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PHYSICS					20000 1				
OTHER PHYSICAL & EARTH SC					23000 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					24000 1	28248 2		25000 1	
ECONOM & FINANCE (BANKING						28000 1			
COMMUNICATIONS			18200 1						
ARCHITECTURAL								27000 1	
CHEMICAL									38642 7
CIVIL						26400 1		28483 4	
COMPUTER						31000 1			
ELECTRICAL/ELECTRONIC					35000 1	29000 1			38000 1
MECHANICAL					32200 2		30975 4	26000 1	39900 2
METALLURGICAL									37000 2
ENGINEERING TECHNOLOGY					30000 1			30600 3	
AGRIBUSINESS						27996 1			29000 1
COMPUTER SCIENCE					29533 3				
CHEMISTRY									28350 1

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	25000 1	30000 2							29000 2
BUSINESS ADMIN (INCL MGMT			22500 1						
ECONOM & FINANCE (BANKING	30000 2		23000 1						30750 2
MARKETING/MARK MGMT (RESR	18000 1								
CHEMICAL			39167 3			33600 1			42000 1
CIVIL		31500 2				34000 1			
COMPUTER	36996 1	34800 1							
ELECTRICAL/ELECTRONIC	34998 2	33804 9		38000 1					35380 3
INDUSTRIAL		33400 2			23000 1				
MECHANICAL	34000 1	32400 3			36000 1				36638 8
METALLURGICAL		36700 2			36500 1				
MINING (INCL GEOLOGICAL)						35000 1			
PETROLEUM									41875 4
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE	34920 1	34620 1							
INFORMATION SCIENCES & SY	35220 1								

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							24833 3
BUSINESS ADMIN (INCL MGMT					18600 1		27600 1
ECONOM & FINANCE (BANKING							27000 1
MARKETING/MARK MGMT (RESR							27600 2
MECHANICAL			32000 1			36900 3	29533 3
COMPUTER SCIENCE							27000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	C
BACHELOR - NON TECHNICAL	26972 110 33000/24000	15000 2		23250 2		
BACHELOR - TECHNICAL	32400 1			27000 1		

CURRICULUM	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28750 6	25570 7	23000 1	
BACHELOR - TECHNICAL	33628 3	28590 10	33281 15	33264 12

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	M
BACHELOR - NON TECHNICAL	24833 8	23496 2	24498 2	27094 8		
BACHELOR - TECHNICAL	28500 3					

CURRICULUM	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22085 27 31000/16900			27000 2
BACHELOR - TECHNICAL	31319 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	F
BACHELOR - NON TECHNICAL	26000 1		22509 3		21985 11	
BACHELOR - TECHNICAL		24996 1	34202 4	34063 4	22432 6	

CURRICULUM	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22943 5	22375 4	24000 1	18850 2
BACHELOR - TECHNICAL	28283 6	26405 12		37250 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	A
BACHELOR - NON TECHNICAL			18200 1		24000 1	
BACHELOR - TECHNICAL					31143 7	

CURRICULUM	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	28165 3		25000 1	
BACHELOR - TECHNICAL	28599 4	30975 4	28748 9	37117 14

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	M
BACHELOR - NON TECHNICAL	25750 4	30000 2	22750 2			
BACHELOR - TECHNICAL	35189 6	33703 20 37400/30000	39167 3	38000 1	31833 3	

CURRICULUM	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL				29875 4
BACHELOR - TECHNICAL	34200 3		18000 1	38046 16

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	W
BACHELOR - NON TECHNICAL					18600 1	
BACHELOR - TECHNICAL			32000 1			

CURRICULUM	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		
BACHELOR - TECHNICAL	36900 3	

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31630 2	24000 1		30333 3		33500 3			
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32500 2			34000 1		36000 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	30000 1						27500 1		26400 1
MBA--TECH						25700 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH			30000 1				32000 1		40333 3
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		29250 4	42000 1	20000 1					
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							34833 6
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26935 112 33000/24000	25450 20 32500/21000							26667 3
BUSINESS ADMIN (INCL MGMT		20064 2							28500 1
ECONOM & FINANCE (BANKING			25000 1						24250 2
MARKETING/MARK MGMT (RESR			21500 1						24000 1
COMMUNICATIONS									24500 2
LETTERS (incl English, Li									30000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		25200 1	24780 2						
MARKETING/MARK MGMT (RESR			27996 1						
COMMUNICATIONS							25000 1	18200 1	

AVERAGE SALARY OFFERS - FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									22717 1
BUSINESS ADMIN (INCL MGMT	12000 1		23000 1				25621 5		
ECONOM & FINANCE (BANKING					29004 1		33000 1	17500 1	
MARKETING/MARK MGMT (RESR				39996 1			24910 10		
COMMUNICATIONS	18000 1	29000 1					22375 4		
POLITICAL SCIENCE/GOVT							12000 1		
ELECTRICAL/ELECTRONIC							34470 2		
AGRIBUSINESS							29000 1		
INFORMATION SCIENCES & SY							27996 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			24000 1						
ARCHITECTURAL							27000 1		
CHEMICAL								40992 1	
CIVIL							27735 11	33500 3	
ELECTRICAL/ELECTRONIC							33260 5		
INDUSTRIAL							33000 1		23000 1
MECHANICAL			30000 1				31050 4	28750 2	34780 5
METALLURGICAL							36500 1		
MINING (INCL GEOLOGICAL)							35000 1	24000 1	
ENGINEERING TECHNOLOGY							30600 3		30000 1
CHEMISTRY									28350 1
GEOLOGY & GEOLOGICAL SCI					35000 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMICAL							38662 13	38700 1	
CIVIL					27252 1	26163 4		29571 7	29202 4
COMPUTER				36996 1					
ELECTRICAL/ELECTRONIC			36031 3	32300 2	30000 1		38000 1	36534 7	32673 8
INDUSTRIAL						33000 1		33800 1	40000 1
MECHANICAL	32400 1	35400 1	27000 1			23100 1	37600 3	34646 20 40800/32400	34060 2
METALLURGICAL								36850 4	
PETROLEUM								41875 4	
COMPUTER SCIENCE	33000 1		29200 3						
INFORMATION SCIENCES & SY	27000 1								

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PHARMACY						45750 2			

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25833 3			
ECONOM & FINANCE (BANKING							30996 1		
MANAGEMENT INFO SYSTEMS					23750 2		29250 2		
MARKETING/MARK MGMT (RESR							27000 1		
SOCIOLOGY	19000 1			21578 2					
SOCIAL SCIENCES-OTHER	26000 1								
COMPUTER					27000 2		32600 4		
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					30008 5		30000 1		
COMPUTER PROGRAMMING							24996 1		
INFORMATION SCIENCES & SY					27550 4	27875 4	33810 2		
BIOLOGICAL									16000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT				25875 4					
ECONOM & FINANCE (BANKING				24888 9					
MANAGEMENT INFO SYSTEMS				18000 1					
MARKETING/MARK MGMT (RESR				21787 9					
COMMUNICATIONS				22300 1					
ELEMENTARY EDUCATION									19796 5
PHYSICAL EDUCATION									22000 1
LETTERS (incl English, Li									21800 1
VISUAL & PERFORMING ARTS									18000 1
HUMANITIES - OTHER				18000 1					
SOCIAL SCIENCES-OTHER				24000 1					21900 1
CIVIL		30367 3							
INDUSTRIAL		40000 1							
AGRIBUSINESS				27996 1					
BIOLOGICAL									19600 1
CHEMISTRY									24000 1
MATHEMATICS									23995 2
PHYSICS									20000 1
OTHER PHYSICAL & EARTH SC									23000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26935 112 33000/24000	24960 22 32500/21000	23250 2						26000 10
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25200 1	25852 3				25000 1	18200 1	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	15000 2	29000 1	23000 1	39996 1	29004 1		24367 21 34992/18500	17500 1	22717 1
BACHELOR - TECHNICAL							31484 4		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			24000 1						
BACHELOR - TECHNICAL			30000 1		35000 1		30329 27 36500/26208	31856 7	31906 8

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30800 3	35400 1	31813 7	33865 3	28626 2	26792 6	38435 17	35069 44 45000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL						45750 2			

AVERAGE SALARY OFFERS FEBRUARY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22500 2			21578 2	23750 2	25833 3	29124 4		
BACHELOR - TECHNICAL					28567 11	27875 4	31627 8		17000 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL				23303 26 40000/18000					20298 9
BACHELOR - TECHNICAL		32775 4		27996 1					22432 6

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1993

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Kearney
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993 through March 10, 1993) and cumulatively (September 1, 1992, and March 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	27	394	$24828	$28777	$31000	$25992	$18000	163	1134	$26373	$27716	$31000	$26500	$21000
BUSINESS ADMINISTRATION	19	76	27408	26755	*	*	*	40	275	25806	24205	36000	24000	18000
DISTRIBUTION MANAGEMENT	+	3	+	25500				+	10	+	27440			
ECONOMICS & FINANCE	3	124	25974	28359	*	*	*	19	255	25575	26656	*	*	*
HOTEL/RESTAURANT MGMT.	+	4	+	27625				+	18	+	21809			
HUMAN RESOURCES (incl. LA	+	6	+	25000				+	17	+	26047			
MANAGEMENT INFO SYSTEMS	+	30	+	30794				5	102	24800	29267	*	*	*
MARKETING/MARKETING MANAG	6	76	19475	24501	*	*	*	30	274	23417	24397	27996	23000	17000
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26667				+	17	+	23753			
COMMUNICATIONS	2	26	17500	21900	*	*	*	13	68	22000	21964	*	*	*
JOURNALISM	1	11	10800	17287	*	*	*	1	19	10800	17814	*	*	*
TELECOMMUNICATIONS/BROADC	+	+	+	+				+	7	+	23429			
EDUCATION														
ELEMENTARY EDUCATION	7	12	17252	17386	*	*	*	12	129	18312	20434	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	21200				1	12	22000	21908	*	*	*
SPECIAL EDUCATION	2	3	15250	16410	*	*	*	2	22	15250	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	3	+	23500				+	5	+	20913			
MERCHANDISING MANAGEMENT	+	1	+	24000				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	27000				+	4	+	23117			
LETTERS (incl. English)	3	10	16315	19885	*	*	*	5	34	20149	20123	*	*	*
VISUAL & PERFORMING ARTS	1	2	18300	19150	*	*	*	2	22	18150	20429	*	*	*
HUMANITIES - OTHER	+	2	+	21900				1	10	18000	22060	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	25500				+	11	+	22836			
HISTORY	+	6	+	24167				+	21	+	22143			
POLITICAL SCIENCE/GOVT	+	9	+	21756				1	28	12000	22683	*	*	*
PSYCHOLOGY	3	17	21342	19315	*	*	*	3	41	21342	20538	*	*	*
SOCIOLOGY	+	3	+	19333				3	15	20719	19058	*	*	*
SOCIAL SCIENCES-OTHER	1	7	20589	23548	*	*	*	4	39	23122	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	31857				+	21	+	31946			
AGRICULTURAL ENGINEERING	+	2	+	29250				+	6	+	32017			
ARCHITECTURAL ENGINEERING	1	4	28000	30500	*	*	*	2	6	27500	28667	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	32000				+	3	+	26333			
CHEMICAL ENGINEERING	11	92	40311	40237	*	*	*	26	243	39450	39793	42000	40996	35520
CIVIL ENGINEERING	8	54	28390	29878	*	*	*	41	189	28769	29385	32100	29000	26100
COMPUTER ENGINEERING	1	70	35000	34129	*	*	*	8	151	32050	33475	*	*	*
ELECTRICAL/ELECTRONIC	11	101	30382	34312	*	*	*	40	391	33181	34035	38000	34250	28000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	2	62	$29000	$33288	*	*	*	8	147	$32600	33145	*	*	*
MECHANICAL ENGINEERING	10	188	32908	34921	*	*	*	51	481	33459	34516	$39000	$33600	$29000
METALLURGICAL ENGINEERING	3	16	37900	34050	*	*	*	8	36	37200	34145	*	*	*
MINING (INCL GEOLOGICAL)	1	2	31200	27600	*	*	*	3	13	30067	31945	*	*	*
NUCLEAR ENGINEERING	1	1	33500	33500	*	*	*	1	3	33500	33833	*	*	*
PETROLEUM ENGINEERING	2	2	39000	39000	*	*	*	6	14	40917	39157	*	*	*
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	12	33800	30069	*	*	*	5	26	31120	30609	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	26367				2	12	28498	23983	*	*	*
ANIMAL SCIENCES	+	4	+	19625				+	13	+	21246			
PLANT SCIENCES	+	2	+	25000				+	2	+	25000			
NATURAL RESOURCES	1	1	18000	18000	*	*	*	2	4	18000	21000	*	*	*
OTHER AGRICULTURAL SCIENC	+	5	+	31220				+	14	+	24579			
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	107	26600	31513	*	*	*	12	229	29487	31118	*	*	*
COMPUTER PROGRAMMING	+	10	+	28800				1	14	24996	28511	*	*	*
INFORMATION SCIENCES	1	11	35940	32013	*	*	*	13	54	29250	29002	*	*	*
SYSTEMS ANALYSIS	+	1	+	31000				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	33400				+	10	+	30219			
HEALTH SCIENCES	+	+	+	+				+	9	+	18997			
NURSING	+	4	+	34481				+	15	+	31851			
PHARMACY	2	2	36621	36621	*	*	*	4	34	41186	43570	*	*	*
SCIENCES														
ACTUARIAL	+	3	+	33933				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	22187				+	8	+	22255			
BIOLOGICAL SCIENCES	2	6	21750	21650	*	*	*	4	18	19775	22983	*	*	*
CHEMISTRY	+	12	+	30437				2	23	26175	30125	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	1	32000	32000	*	*	*	2	5	33500	27392	*	*	*
MATHEMATICS	+	8	+	30663				2	37	23995	24698	*	*	*
PHYSICS	+	+	+	+				1	3	20000	22160	*	*	*
OTHER PHYSICAL & EARTH SC	1	1	21000	21000	*	*	*	2	5	22000	21448	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	137	1637						551	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	22	346	$24786	$28836	$28000	$25996	$18000	134	888	$26582	$28228	$31000	$26500	$21500
ACCOUNTING (PRIVATE)	6	73	23650	27839	*	*	*	28	246	24679	26086	30000	24250	19200
COMMERCIAL BANKING (CONSU	+	6	+	23567				2	32	23250	21900	*	*	*
COMMERCIAL BANKING (LENDI	+	10	+	26850				+	23	+	25330			
INVESTMENT BANKING (CORP	+	6	+	33083				+	9	+	31278			
INVESTMENT BANKING (MERG	+	4	+	32875				+	5	+	33600			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	3	+	26000				+	7	+	25143			
FINANCIAL/TREASURY ANALYS	4	39	19712	28637	*	*	*	14	93	24204	27663	*	*	*
PORTFOLIO MANAGEMENT / BR	+	4	+	24325				+	15	+	23953			
UNDERWRITING	+	6	+	25833				1	23	25200	23130	*	*	*
INSURANCE - CLAIMS	+	4	+	26532				3	20	25852	23073	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	2	+	26500				+	18	+	24404			
MEDIA PLANNING	+	4	+	18625				+	9	+	19422			
REPORTING	2	5	16500	16672	*	*	*	2	9	16500	17649	*	*	*
COMMUNICATIONS-PRODUCTION	+	2	+	24500				1	10	25000	23590	*	*	*
PUBLIC RELATIONS	+	5	+	21134				1	16	18200	21204	*	*	*
WRITING / EDITING	1	1	10800	10800	*	*	*	1	4	10800	20650	*	*	*
MARKETING														
ADVERTISING	+	3	+	25667				2	15	15000	23170	*	*	*
BRAND/PRODUCT MANAGEMENT	+	7	+	28071				1	38	29000	25452	*	*	*
BUYER/MERCHANDISING	3	11	21833	26209	*	*	*	4	45	22125	24975	*	*	*
DISTRIBUTION	1	8	37500	27438	*	*	*	2	16	38748	28375	*	*	*
MARKET RESEARCH	1	7	18000	22714	*	*	*	2	26	23502	23727	*	*	*
PURCHASING	+	1	+	30000				+	3	+	21800			
SALES	4	95	27680	25745	*	*	*	29	268	25805	24960	33000	25000	17000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	2	8	27765	25661	*	*	*	3	12	24343	23790	*	*	*
GOV'T-FINANCE, TAXATION,	2	9	19532	25257	*	*	*	3	31	20594	23893	*	*	*
ECONOMIC PROGRAMS	1	1	26122	26122	*	*	*	1	3	26122	21009	*	*	*
LAW ENFORCEMENT	+	1	+	27000				+	14	+	23268			
MILITARY	1	3	30797	28766	*	*	*	3	16	28266	25979	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	1	+	20000				1	8	35000	22988	*	*	*
ENGINEERING														
BIOENGINEERING	1	1	41000	41000	*	*	*	1	2	41000	37000	*	*	*
DESIGN / CONSTRUCT	7	56	27776	32100	*	*	*	34	237	29803	30827	35000	29100	26000
ENVIRONMENTAL/SANITATION	6	11	29158	30177	*	*	*	13	43	30611	31235	*	*	*
MANUFACTURING/INDUSTRIAL	4	94	29750	34788	*	*	*	12	257	31188	34750	*	*	*
SYSTEMS / PROGRAMMING	1	16	29000	32608	*	*	*	4	49	30350	32334	*	*	*
POWER SYSTEMS	+	14	+	34511				1	59	35400	34582	*	*	*
SOFTWARE DESIGN & DEVELOP	+	39	+	32791				7	88	31813	32848	*	*	*
HARDWARE DESIGN & DEVELOP	1	17	35000	35533	*	*	*	4	62	34149	35429	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	28	$21500	$33614	*	*	*	3	59	$26251	$35606	*	*	*
TESTING	1	7	36000	33314	*	*	*	7	34	28107	32183	*	*	*
PROCESS ENGINEERING	9	58	39993	40058	*	*	*	26	162	38975	39342	$42000	$40100	$35000
PROJECT ENGINEERING	18	44	35256	35984	*	*	*	62	175	35123	35343	40000	35250	30000
OTHER ENGINEERING	7	191	29800	33556	*	*	*	22	398	31587	33699	36120	31210	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	3	23000	24333	*	*	*	1	10	23000	25362	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	+	+	+				+	4	+	29537			
NURSES / PERSONAL CARE	2	6	34600	34520	*	*	*	2	19	34600	30945	*	*	*
OCCUPATIONAL THERAPY	+	3	+	33400				+	4	+	33260			
PHARMACIST	2	2	36621	36621	*	*	*	4	34	41186	43570	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	3	+	17054				+	23	+	21054			
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	24000				2	16	22500	20005	*	*	*
COUNSELING	2	5	20999	19199	*	*	*	2	18	20999	20555	*	*	*
FUNDRAISING / DEVELOPMENT	1	2	15000	13500	*	*	*	1	5	15000	15550	*	*	*
SOCIAL WORK	+	1	+	17430				2	16	21578	20529	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	1	59	35200	29666	*	*	*	14	158	28353	29152	*	*	*
INFORMATION SYSTEMS	2	56	26970	31583	*	*	*	9	138	26993	29925	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	27	28430	32491	*	*	*	14	79	30455	32010	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	1	+	35800				+	4	+	29705			
AGRICULTUR/NATURAL RESOU	2	5	20000	20800	*	*	*	4	26	18500	21838	*	*	*
ARCHITECTURE	+	1	+	20800				+	6	+	22763			
CONSULTING	1	99	18000	32668	*	*	*	5	181	29820	31986	*	*	*
HUMAN RESOURCES	+	6	+	21567				+	23	+	23796			
MANAGEMENT TRAINEE	3	65	23667	24132	*	*	*	30	283	23496	23471	28000	23250	18000
MATH/STATISTICIANS	+	1	+	29000				+	5	+	28000			
PARALEGAL	+	1	+	21600				+	6	+	20100			
RESEARCH - NONTECHNICAL	+	1	+	23000				+	3	+	32333			
RESEARCH - TECHNICAL	+	11	+	30627				+	12	+	30075			
TEACHING	12	25	17682	17611	*	*	*	27	249	19609	20468	23000	19740	15865
TOTALS	137	1637						551	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	7	+	$33857				16	43	$28538	$30372	*	*	*
MBA--NON-TECH	19	66	$36816	37799	*	*	*	53	140	34041	35633	$42000	$33000	$26400
MBA--TECH	+	8	+	39839				1	13	25700	38321	*	*	*
MS-BUSINESS	+	1	+	30000				+	5	+	30700			
ECONOMICS & FINANCE (BANK	+	2	+	24000				+	3	+	28000			
HUMAN RESOURCES (INCL LAB	+	5	+	29800				2	8	23500	29625	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	+	+	+				1	2	27000	24498	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	30000				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	1	9	40000	27837	*	*	*	1	14	40000	27210	*	*	*
ELEMENTARY EDUCATION	+	18	+	26752				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	32000				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	+	3	+	26333				2	7	27250	34114	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	35000				+	3	+	37333			
AGRICULTURAL	+	1	+	45000				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	1	4	41000	43000	*	*	*	1	15	41000	41276	*	*	*
CIVIL	1	10	40600	36064	*	*	*	2	33	33300	33782	*	*	*
COMPUTER	1	8	40300	39079	*	*	*	2	17	43400	39384	*	*	*
ELECTRICAL/ELECTRONIC	1	51	38050	41011	*	*	*	3	110	39147	40373	*	*	*
INDUSTRIAL	+	16	+	38600				+	26	+	39400			
MECHANICAL	+	43	+	40429				+	69	+	40492			
METALLURGICAL	1	1	40000	40000	*	*	*	1	2	40000	38000	*	*	*

continued

RMCPA REGIONAL Report No. 2 MARCH 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	+	+	+				+	4	+	30266			
NURSING	+	2	+	$26585				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	1	$27000	27000	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	5	+	36018				1	7	30000	33870	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	19	$45000	37995	*	*	*	2	41	35000	38164	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	2	40000	38750	*	*	*	4	6	36625	35667	*	*	*
MATHEMATICS (INCL ACTUARI	+	6	+	37470				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	27	290						93	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	7	40	$36000	$48395	*	*	*	18	58	$32056	$43152	*	*	*
MBA--TECH	+	6	+	49433				+	7	+	46443			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	9	37	41300	52828	*	*	*	19	54	40195	49845	*	*	*
MBA--TECH	+	22	+	54269				+	27	+	52886			
OVER 4 YEARS														
MBA--NON-TECH	15	75	47407	51433	*	*	*	35	98	45309	49495	$60700	$44000	$32000
MBA--TECH	+	22	+	55493				+	22	+	55493			
TOTALS	31	202						72	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$39000				+	1	+	$39000			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$49000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	32000				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	14	+	55414				3	27	54667	54213	*	*	*
CIVIL	+	+	+	+				1	1	36000	36000	*	*	*
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	5	+	61299				+	8	+	54687			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	52584				+	14	+	50988			
METALLURGICAL	+	3	+	57247				+	7	+	52211			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	13	+	54869				+	14	+	53093			
GEOLOGICAL (INCL GEOPHYS)	1	1	$60552	60552	*	*	*	1	1	60552	60552	*	*	*
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	3	+	51333				+	5	+	51980			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	46						6	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	26735 132 39700/22200					28500 5		23000 1	
BUSINESS ADMINISTRATION	16500 1	12000 1		24000 1			27000 1		
ECONOMICS & FINANCE				25000 1		30000 1			
MANAGEMENT INFO SYSTEMS							25000 3		
MARKETING/MARKETING MANAG		18000 1		21500 1			32496 2		
COMMUNICATIONS		18000 1							
JOURNALISM						10800 1			
LETTERS (incl. English)						16000 1			
POLITICAL SCIENCE/GOVT							12000 1		
CHEMICAL ENGINEERING								38667 3	40350 2
CIVIL ENGINEERING								30813 9	28651 8
ELECTRICAL/ELECTRONIC						30957 4	33100 2	35632 3	42000 1
INDUSTRIAL ENGINEERING								36500 2	30000 1
MECHANICAL ENGINEERING							27000 1	35100 6	33053 3
MINING (INCL GEOLOGICAL)								24000 1	31200 1
PETROLEUM ENGINEERING									39000 2
ENGINEERING TECHNOLOGY									33800 1
COMPUTER SCIENCE							28500 3		
INFORMATION SCIENCES	32400 1			27000 1			27240 5		

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SERVICES	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	20220	3											
BUSINESS ADMINISTRATION	25033	6			31952	5		21901	5				
ECONOMICS & FINANCE	20000	1		24498	2			22450	4				
MANAGEMENT INFO SYSTEMS								24500	2				
MARKETING/MARKETING MANAG	19925	2	22992	1	33996	2		21785	14			25000	1
COMMUNICATIONS					24500	2		21633	6			23000	2
LETTERS (incl. English)	30000	1										10920	1
HUMANITIES - OTHER								18000	1				
SOCIAL SCIENCES-OTHER			24000	1									
COMPUTER ENGINEERING								27200	3				
COMPUTER SCIENCE	18000	1											
INFORMATION SCIENCES	28500	3						27996	1				
PHARMACY								47000	1				

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING			21000 1			22883 5	19000 1		18700 1
BUSINESS ADMINISTRATION	26000 1		21528 1		40000 1	26000 5	27620 3	31733 3	23000 1
ECONOMICS & FINANCE			29000 1			26122 1	17500 1		
MARKETING/MARKETING MANAG							27000 1		
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION					18312 12				
PHYSICAL EDUCATION					22000 1				
SPECIAL EDUCATION					15250 2				
LETTERS (incl. English)					21913 2				
VISUAL & PERFORMING ARTS					18150 2				
PSYCHOLOGY						33030 1			
SOCIOLOGY					19156 1			24000 1	19000 1
SOCIAL SCIENCES-OTHER					21245 2		26000 1		
CIVIL ENGINEERING			29904 2			29000 1	26529 12		
COMPUTER ENGINEERING			37000 1						
ELECTRICAL/ELECTRONIC						28143 6			
INDUSTRIAL ENGINEERING			40000 1						
MECHANICAL ENGINEERING				32250 5		27500 2			
NUCLEAR ENGINEERING							33500 1		
NATURAL RESOURCES						18000 1			
COMPUTER SCIENCE									30000 1
COMPUTER PROGRAMMING		24996 1							
PHARMACY								36621 2	44500 1

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BIOLOGICAL SCIENCES					19600 1	22000 1	16000 1	21500 1	
CHEMISTRY					24000 1				
GEOLOGY & GEOLOGICAL SCI							35000 1		
MATHEMATICS					23995 2				
PHYSICS					20000 1				
OTHER PHYSICAL & EARTH SC					23000 1				

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					24000 1	28248 2		25000 1	19500 1
BUSINESS ADMINISTRATION		22500 1							
ECONOMICS & FINANCE						28000 1			
COMMUNICATIONS			18200 1						
PSYCHOLOGY			15997 1	15000 1					
ARCHITECTURAL ENGINEERING								27500 2	
CHEMICAL ENGINEERING						41000 2			38937 8
CIVIL ENGINEERING						26400 1		28483 4	
COMPUTER ENGINEERING						31000 1			
ELECTRICAL/ELECTRONIC					34300 2	29000 1	25000 1		38000 2
INDUSTRIAL ENGINEERING						28000 1			
MECHANICAL ENGINEERING					32200 2		29780 5	26000 1	39900 2
METALLURGICAL ENGINEERING									37000 2
ENGINEERING TECHNOLOGY					30000 1			30600 3	
AGRIBUSINESS						27996 1			29000 1
COMPUTER SCIENCE					29533 3				
CHEMISTRY									28350 1

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	25000	1	30000	2													28667	3
BUSINESS ADMINISTRATION			23500	1	22500	1												
ECONOMICS & FINANCE	30000	2			23000	1											30750	2
MARKETING/MARKETING MANAG	18000	1			20000	1												
CHEMICAL ENGINEERING			36000	1	39167	3			35520	1	33600	1			42600	1	42575	4
CIVIL ENGINEERING			31500	2							31250	2						
COMPUTER ENGINEERING	36996	1	34900	2														
ELECTRICAL/ELECTRONIC	34998	2	33522	11			38000	2									35380	3
INDUSTRIAL ENGINEERING			33400	2					23000	1								
MECHANICAL ENGINEERING	31750	2	32400	3					36000	1							36936	11
METALLURGICAL ENGINEERING			36700	2					37550	4								
MINING (INCL GEOLOGICAL)											35000	1						
PETROLEUM ENGINEERING																	41875	4
NATURAL RESOURCES															18000	1		
COMPUTER SCIENCE	35060	2	34620	1														
INFORMATION SCIENCES	35580	2																
GEOLOGY & GEOLOGICAL SCI											32000	1						
OTHER PHYSICAL & EARTH SC											21000	1						

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							24833 3
BUSINESS ADMINISTRATION					18600 1		27600 1
ECONOMICS & FINANCE							27000 1
MARKETING/MARKETING MANAG	17000 1						27600 2
MECHANICAL ENGINEERING			32000 1			36900 3	29533 3
COMPUTER SCIENCE							27000 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	26658 133 39700/21600	16000 3		23500 3		24913 8	25570 7	23000 1	
BACHELOR - TECHNICAL	32400 1			27000 1		30957 4	28627 11	33659 24 41000/30000	32846 19

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23131 13	23496 2	24498 2	30750 9		21909 32 31000/18000			20480 4
BACHELOR - TECHNICAL	25875 4					31319 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	26000 1		24132 4		19740 23 40000/15865	25297 12	24623 7	29800 4	20233 3
BACHELOR - TECHNICAL		24996 1	34202 4	32250 5	22432 6	26623 11	26857 15	31581 3	37250 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL		22500 1	17099 2	15000 1	24000 1	28165 3		25000 1	19500 1
BACHELOR - TECHNICAL					31450 8	32057 7	28983 6	28673 10	37415 16

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25750 4	27833 3	21833 3						29500 5
BACHELOR - TECHNICAL	34641 9	33732 24 37400/30000	39167 3	38000 2	34960 7	30683 6		30300 2	38647 22 47000/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	17000 1				18600 1		
BACHELOR - TECHNICAL			32000 1			36900 3	

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31630 2	28500 2		30333 3		33875 4	34500 2		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32500 2			34500 2		36000 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH	30000 1						27500 1		26400 1
MBA--TECH						25700 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH			30000 1				34000 2		39833 6
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH		31800 5	41800 5	31250 2				39000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							32444 9
MBA--TECH							

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	26658 133 39700/21600	25335 23 32500/22000							23750 4
BUSINESS ADMINISTRATION	16500 1	19776 3							25500 3
ECONOMICS & FINANCE		29000 1	25000 1						24250 2
MARKETING/MARKETING MANAG		20000 1	21500 1						19925 2
COMMUNICATIONS									24500 2
LETTERS (incl. English)									30000 1

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION		25200 1	24780 2						
MARKETING/MARKETING MANAG			27996 1						
COMMUNICATIONS						17000 1	25000 1	18200 1	
JOURNALISM									10800 1
LETTERS (incl. English)						16000 1			

VERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			19500 1						22717 1
BUSINESS ADMINISTRATION	12000 1		23000 1	37500 1			31351 6	22500 1	19532 2
ECONOMICS & FINANCE					29004 1		27900 2	17500 1	
MARKETING/MARKETING MANAG			23000 2	39996 1			24191 11		
COMMUNICATIONS	18000 1	29000 1			18000 1		22375 4		
LETTERS (incl. English)							10920 1		
POLITICAL SCIENCE/GOVT							12000 1		
PSYCHOLOGY								33030 1	
ELECTRICAL/ELECTRONIC							34470 2		
AGRIBUSINESS							29000 1		
INFORMATION SCIENCES							27996 1		

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27399 2						23500 1
ECONOMICS & FINANCE	26122 1								
ARCHITECTURAL ENGINEERING							27500 2		
CHEMICAL ENGINEERING						41000 1		40992 1	41000 1
CIVIL ENGINEERING							27241 13	31825 6	
ELECTRICAL/ELECTRONIC							33260 5		25000 1
INDUSTRIAL ENGINEERING							30500 2	30000 1	23000 1
MECHANICAL ENGINEERING			30000 1				30511 7	28750 2	33900 6
METALLURGICAL ENGINEERING							36500 1		
MINING (INCL GEOLOGICAL)							35000 1	24000 1	
NUCLEAR ENGINEERING								33500 1	
ENGINEERING TECHNOLOGY							30600 3		30000 1
CHEMISTRY									28350 1
GEOLOGY & GEOLOGICAL SCI					35000 1				
OTHER PHYSICAL & EARTH SC								21000 1	

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION						36000 1			
CHEMICAL ENGINEERING							39382 21 47000/35520	37850 2	
CIVIL ENGINEERING					27252 1	26163 4		29462 10	29202 4
COMPUTER ENGINEERING				35998 2					
ELECTRICAL/ELECTRONIC	29000 1		36031 3	32300 2	30000 1		38000 1	36371 9	31332 15
INDUSTRIAL ENGINEERING						33000 1		33800 1	40000 1
MECHANICAL ENGINEERING	32400 1	35400 1	27000 1			23100 1	37600 3	35124 25 40800/32500	34060 2
METALLURGICAL ENGINEERING							35520 1	37597 6	
MINING (INCL GEOLOGICAL)								31200 1	
PETROLEUM ENGINEERING								40917 6	
ENGINEERING TECHNOLOGY								33800 1	
COMPUTER SCIENCE	33000 1		29200 3						
INFORMATION SCIENCES	27000 1								
BIOLOGICAL SCIENCES					21500 1				
GEOLOGY & GEOLOGICAL SCI								32000 1	

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23000 1			34600 2					
PHARMACY						41186 4			

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING							33360 1		
BUSINESS ADMINISTRATION		26000 1				25833 3	23500 1		
ECONOMICS & FINANCE							30996 1		
MANAGEMENT INFO SYSTEMS					23750 2		29250 2		
MARKETING/MARKETING MANAG							27000 1		
PSYCHOLOGY		15997 1	15000 1						
SOCIOLOGY	19000 1			21578 2					
SOCIAL SCIENCES-OTHER	26000 1								
COMPUTER ENGINEERING					27000 2		32600 4		
NATURAL RESOURCES									18000 2
COMPUTER SCIENCE					30873 6	18000 1	30000 1		
COMPUTER PROGRAMMING							24996 1		
INFORMATION SCIENCES					27550 4	29488 5	33810 2		
BIOLOGICAL SCIENCES									19000 2

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BUSINESS ADMINISTRATION				24917 6					
ECONOMICS & FINANCE				24888 9					
MANAGEMENT INFO SYSTEMS				18000 1					
MARKETING/MARKETING MANAG		18000 1		21787 9					
COMMUNICATIONS				22300 1					
ELEMENTARY EDUCATION									18312 12
PHYSICAL EDUCATION									22000 1
SPECIAL EDUCATION									15250 2
LETTERS (incl. English)									21913 2
VISUAL & PERFORMING ARTS									18150 2
HUMANITIES - OTHER				18000 1					
SOCIAL SCIENCES-OTHER				24000 1					21245 2
CIVIL ENGINEERING		30367 3							
INDUSTRIAL ENGINEERING		40000 1							
MECHANICAL ENGINEERING				25000 1					
AGRIBUSINESS				27996 1					
BIOLOGICAL SCIENCES									19600 1
CHEMISTRY									24000 1
MATHEMATICS									23995 2
PHYSICS									20000 1
OTHER PHYSICAL & EARTH SC									23000 1

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26582 134 39700/21500	24679 28 32500/19200	23250 2						24204 14
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25200 1	25852 3			16500 2	25000 1	18200 1	10800 1
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	15000 2	29000 1	22125 4	38748 2	23502 2		24897 25 60000/17000	24343 3	20594 3
BACHELOR - TECHNICAL							31484 4		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	26122 1		27399 2						23500 1
BACHELOR - TECHNICAL			30000 1		35000 1	41000 1	29803 34 36500/26000	30611 13	31886 11

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL						36000 1			
BACHELOR - TECHNICAL	30350 4	35400 1	31813 7	34149 4	26251 3	26792 6	38975 26 47000/35000	35123 62 45000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	23000 1			34600 2					
BACHELOR - TECHNICAL						41186 4			

AVERAGE SALARY OFFERS MARCH 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	22500 2	20999 2	15000 1	21578 2	23750 2	25833 3	28893 6		
BACHELOR - TECHNICAL					29120 12	27573 6	31627 8		18500 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		18000 1		23281 28 40000/18000					18803 21 23000/15865
BACHELOR - TECHNICAL		32775 4		26498 2					22432 6

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Kearney
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 10, 1993 through April 8, 1993) and cumulatively (September 1, 1992, and April 8, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	362	+	$29042				163	1496	$26373	$28037	$31000	$26500	$21000
BUSINESS ADMINISTRATION	4	70	$21625	25999	*	*	*	44	345	25426	24569	32000	24000	17500
DISTRIBUTION MANAGEMENT	+	6	+	30500				+	16	+	28588			
ECONOMICS & FINANCE	+	92	+	28218				19	347	25575	27070	*	*	*
HOTEL/RESTAURANT MGMT.	1	1	26000	26000	*	*	*	1	19	26000	22029	*	*	*
HUMAN RESOURCES (incl. LA	+	1	+	26000				+	18	+	26044			
MANAGEMENT INFO SYSTEMS	3	38	22500	30178	*	*	*	8	140	23938	29515	*	*	*
MARKETING/MARKETING MANAG	2	87	23000	25478	*	*	*	32	361	23391	24657	27600	23000	18000
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	1	+	21600				+	18	+	23633			
COMMUNICATIONS	2	8	13250	19749	*	*	*	15	76	20833	21731	*	*	*
JOURNALISM	+	3	+	28000				1	22	10800	19203	*	*	*
TELECOMMUNICATIONS/BROADC	+	4	+	22600				+	11	+	23127			
EDUCATION														
ELEMENTARY EDUCATION	+	14	+	20610				12	143	18312	20451	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	1	+	20800				1	13	22000	21823	*	*	*
SPECIAL EDUCATION	+	+	+	+				2	22	15250	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				+	14	+	19584			
TEXTILES & CLOTHING	+	9	+	23222				+	14	+	22398			
MERCHANDISING MANAGEMENT	+	+	+	+				+	6	+	20167			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	18000				+	5	+	22093			
LETTERS (incl. English)	+	6	+	26017				5	40	20149	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				2	22	18150	20429	*	*	*
HUMANITIES - OTHER	+	2	+	28000				1	12	18000	23050	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19500				+	13	+	22323			
HISTORY	+	4	+	27375				+	25	+	22980			
POLITICAL SCIENCE/GOVT	+	1	+	17750				1	29	12000	22513	*	*	*
PSYCHOLOGY	+	4	+	24125				3	45	21342	20857	*	*	*
SOCIOLOGY	+	2	+	19750				3	17	20719	19140	*	*	*
SOCIAL SCIENCES-OTHER	+	15	+	27400				4	54	23122	23745	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	18	+	31495				+	39	+	31738			
AGRICULTURAL ENGINEERING	+	1	+	39000				+	7	+	33014			
ARCHITECTURAL ENGINEERING	3	8	24333	26050	*	*	*	5	14	25600	27171	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	26333			
CHEMICAL ENGINEERING	3	90	30667	39897	*	*	*	29	333	38542	39821	42000	40992	33600
CIVIL ENGINEERING	1	37	24000	29582	*	*	*	42	226	28655	29417	32100	29000	26000
COMPUTER ENGINEERING	+	37	+	36358				8	188	32050	34043	*	*	*
ELECTRICAL/ELECTRONIC	3	113	34373	34703	*	*	*	43	504	33265	34184	38000	34300	28000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	1	42	$28500	$32055	*	*	*	9	189	$32144	32903	*	*	*
MECHANICAL ENGINEERING	6	139	35083	35115	*	*	*	57	620	33630	34651	$39000	$34000	$29000
METALLURGICAL ENGINEERING	2	8	30400	34751	*	*	*	10	44	35840	34255	*	*	*
MINING (INCL GEOLOGICAL)	2	4	34200	34800	*	*	*	5	17	31720	32616	*	*	*
NUCLEAR ENGINEERING	+	3	+	35940				1	6	33500	34887	*	*	*
PETROLEUM ENGINEERING	+	8	+	40738				6	22	40917	39732	*	*	*
TEXTILE ENGINEERING	+	2	+	37900				+	2	+	37900			
ENGINEERING TECHNOLOGY	1	21	25500	31827	*	*	*	6	47	30183	31153	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				2	12	28498	23983	*	*	*
ANIMAL SCIENCES	+	2	+	17200				+	15	+	20706			
PLANT SCIENCES	+	+	+	+				+	2	+	25000			
NATURAL RESOURCES	1	1	24000	24000	*	*	*	3	5	20000	21600	*	*	*
OTHER AGRICULTURAL SCIENC	+	2	+	33250				+	16	+	25663			
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	70	26060	32270	*	*	*	16	299	28630	31388	*	*	*
COMPUTER PROGRAMMING	+	+	+	+				1	14	24996	28511	*	*	*
INFORMATION SCIENCES	+	12	+	27167				13	66	29250	28668	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	10	+	30219			
HEALTH SCIENCES	1	2	45000	36000	*	*	*	1	11	45000	22088	*	*	*
NURSING	+	6	+	24812				+	21	+	29840			
PHARMACY	+	7	+	46829				4	41	41186	44126	*	*	*
SCIENCES														
ACTUARIAL	+	+	+	+				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	2	3	17150	20600	*	*	*	2	11	17150	21804	*	*	*
BIOLOGICAL SCIENCES	1	6	16464	20415	*	*	*	5	24	19113	22341	*	*	*
CHEMISTRY	+	3	+	30027				2	26	26175	30114	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				2	5	33500	27392	*	*	*
MATHEMATICS	+	5	+	26600				2	42	23995	24925	*	*	*
PHYSICS	+	2	+	29500				1	5	20000	25096	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				2	5	22000	21448	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	43	1386						594	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	2	334	$16000	$29014	*	*	*	136	1222	$26427	$28443	$31000	$26500	$21000
ACCOUNTING (PRIVATE)	+	42	+	28294				28	288	24679	26408	30000	24250	19200
COMMERCIAL BANKING (CONSU	+	21	+	25809				2	53	23250	23449	*	*	*
COMMERCIAL BANKING (LENDI	+	21	+	25771				+	44	+	25540			
INVESTMENT BANKING (CORP	+	6	+	31667				+	15	+	31433			
INVESTMENT BANKING (MERG	+	1	+	18000				+	6	+	31000			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	2	+	40000				+	9	+	28444			
FINANCIAL/TREASURY ANALYS	1	22	24500	30880	*	*	*	15	115	24223	28278	*	*	*
PORTFOLIO MANAGEMENT / BR	+	2	+	26500				+	17	+	24252			
UNDERWRITING	+	10	+	25672				1	33	25200	23900	*	*	*
INSURANCE - CLAIMS	+	2	+	25917				3	22	25852	23332	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	29600				+	23	+	25534			
MEDIA PLANNING	+	1	+	32000				+	10	+	20680			
REPORTING	+	1	+	18000				2	10	16500	17684	*	*	*
COMMUNICATIONS-PRODUCTION	+	1	+	26500				1	11	25000	23855	*	*	*
PUBLIC RELATIONS	+	3	+	23667				1	19	18200	21593	*	*	*
WRITING / EDITING	+	4	+	23625				1	8	10800	22138	*	*	*
MARKETING														
ADVERTISING	1	1	14500	14500	*	*	*	3	16	14833	22628	*	*	*
BRAND/PRODUCT MANAGEMENT	+	4	+	33250				1	42	29000	26195	*	*	*
BUYER/MERCHANDISING	+	52	+	24760				4	97	22125	24859	*	*	*
DISTRIBUTION	+	5	+	29400				2	21	38748	28619	*	*	*
MARKET RESEARCH	+	1	+	25000				2	27	23502	23774	*	*	*
PURCHASING	+	1	+	28000				+	4	+	23350			
SALES	4	76	26875	28165	*	*	*	33	344	25935	25668	33000	26000	17000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				3	12	24343	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	+	+	+				3	31	20594	23893	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				1	3	26122	21009	*	*	*
LAW ENFORCEMENT	+	+	+	+				+	14	+	23268			
MILITARY	+	+	+	+				3	16	28266	25979	*	*	*
NATIONAL SECURITY	+	+	+	+				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	+	+	+				1	8	35000	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				1	2	41000	37000	*	*	*
DESIGN / CONSTRUCT	6	67	28733	31681	*	*	*	40	304	29643	31015	35100	29100	25000
ENVIRONMENTAL/SANITATION	2	11	28250	33572	*	*	*	15	54	30296	31711	*	*	*
MANUFACTURING/INDUSTRIAL	3	71	32400	35690	*	*	*	15	328	31430	34953	*	*	*
SYSTEMS / PROGRAMMING	+	24	+	33481				4	73	30350	32711	*	*	*
POWER SYSTEMS	+	12	+	33390				1	71	35400	34380	*	*	*
SOFTWARE DESIGN & DEVELOP	1	28	39600	35283	*	*	*	8	116	32787	33436	*	*	*
HARDWARE DESIGN & DEVELOP	1	30	28000	36155	*	*	*	5	92	32919	35666	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	22	$30000	$36258	*	*	*	5	81	$27750	$35783	*	*	*
TESTING	+	6	+	33769				7	40	28107	32421	*	*	*
PROCESS ENGINEERING	2	66	33500	39667	*	*	*	28	228	38584	39436	$42000	$40100	$33600
PROJECT ENGINEERING	+	31	+	34783				62	206	35123	35259	40000	35250	30000
OTHER ENGINEERING	4	122	33780	34946	*	*	*	26	520	31924	33992	38000	31720	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				1	10	23000	25362	*	*	*
INDUSTRIAL HYGIENE	+	1	+	29000				+	2	+	25035			
MEDICAL TECHNOLOGY	+	2	+	31000				+	6	+	30025			
NURSES / PERSONAL CARE	+	6	+	24812				2	25	34600	29473	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	4	+	33260			
PHARMACIST	+	7	+	46829				4	41	41186	44126	*	*	*
PHYSICAL THERAPY	1	1	45000	45000	*	*	*	1	4	45000	24875	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	1	+	16300				+	24	+	20856			
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	15875				2	18	22500	19547	*	*	*
COUNSELING	+	1	+	31000				2	19	20999	21105	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	15000	15550	*	*	*
SOCIAL WORK	+	1	+	15000				2	17	21578	20203	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	52	25413	30503	*	*	*	17	210	27834	29486	*	*	*
INFORMATION SYSTEMS	1	30	21000	31206	*	*	*	10	168	26394	30154	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	18	+	33713				14	97	30455	32326	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	17000				+	6	+	25470			
AGRICULTUR/NATURAL RESOU	2	3	20232	18288	*	*	*	6	29	19077	21470	*	*	*
ARCHITECTURE	2	2	17150	17150	*	*	*	2	8	17150	21360	*	*	*
CONSULTING	1	63	30000	31014	*	*	*	6	244	29850	31735	*	*	*
HUMAN RESOURCES	1	3	12000	21000	*	*	*	1	26	12000	23473	*	*	*
MANAGEMENT TRAINEE	2	58	23000	24412	*	*	*	32	341	23465	23631	28000	23250	18000
MATH/STATISTICIANS	+	+	+	+				+	5	+	28000			
PARALEGAL	+	3	+	19667				+	9	+	19956			
RESEARCH - NONTECHNICAL	+	1	+	24000				+	4	+	30250			
RESEARCH - TECHNICAL	1	2	23000	26000	*	*	*	1	14	23000	29493	*	*	*
TEACHING	+	19	+	21609				27	268	19609	20549	23000	19740	15865
TOTALS	43	1386						594	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	1	+	$32000				16	44	$28538	$30409	*	*	*
MBA--NON-TECH	1	34	$33000	37425	*	*	*	54	174	34021	35983	$42000	$33000	$26400
MBA--TECH	+	8	+	48713				1	21	25700	42280	*	*	*
MS-BUSINESS	+	1	+	44000				+	6	+	32917			
ECONOMICS & FINANCE (BANK	+	7	+	40600				+	10	+	36820			
HUMAN RESOURCES (INCL LAB	+	5	+	33280				2	13	23500	31031	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	41900				+	12	+	37200			
MARKETING/MKTNG MGT (RESE	+	3	+	51667				1	5	27000	40799	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	34000				1	15	40000	27662	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	+	1	+	28500				2	8	27250	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	5	+	45869				+	8	+	42668			
AGRICULTURAL	+	+	+	+				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	2	+	41790				1	17	41000	41336	*	*	*
CIVIL	+	5	+	40668				2	38	33300	34688	*	*	*
COMPUTER	+	3	+	36167				2	20	43400	38902	*	*	*
ELECTRICAL/ELECTRONIC	+	27	+	41800				3	137	39147	40654	*	*	*
INDUSTRIAL	+	2	+	54252				+	28	+	40461			
MECHANICAL	+	33	+	41008				+	102	+	40659			
METALLURGICAL	+	+	+	+				1	2	40000	38000	*	*	*

continued

RMCPA REGIONAL Report No. 3 APRIL 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	2	+	$41500			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	22800				+	5	+	28773			
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	1	$27000	27000	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	27500				+	2	+	27500			
CHEMISTRY	+	6	+	36990				1	13	30000	35310	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	9	+	36017				2	50	35000	37778	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				4	6	36625	35667	*	*	*
MATHEMATICS (INCL ACTUARI	+	+	+	+				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	161						94	793					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	24	+	$53057				18	82	$32056	$46051	*	*	*
MBA--TECH	+	9	+	53000				+	16	+	50131			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	52	+	54802				19	106	40195	52277	*	*	*
MBA--TECH	+	38	+	58333				+	65	+	56070			
OVER 4 YEARS														
MBA--NON-TECH	+	25	+	55692				35	123	45309	50754	$60700	$44000	$32000
MBA--TECH	+	17	+	62482				+	39	+	58540			
TOTALS	+	165						72	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54755				+	5	+	$51604			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$49000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	1	1	$20000	20000	*	*	*	1	1	20000	20000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	55250				3	31	54667	54347	*	*	*
CIVIL	+	1	+	61500				1	2	36000	48750	*	*	*
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	1	16	50000	54807	*	*	*	1	24	50000	54767	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	7	+	50343				+	21	+	50773			
METALLURGICAL	+	1	+	57800				+	8	+	52910			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	25000				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	7	+	54629				+	21	+	53605			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				1	1	60552	60552	*	*	*
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	2	+	51949				+	7	+	51971			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	2	44						8	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	26735 132 39700/22200					28500 5		23000 1	
BUSINESS ADMINISTRATION	18250 4	12000 1		24000 1			27000 1		
ECONOMICS & FINANCE				25000 1		30000 1			
MANAGEMENT INFO SYSTEMS	30000 1						25000 3		
MARKETING/MARKETING MANAG		18000 1		21500 1			32496 2		
COMMUNICATIONS		16250 2							
JOURNALISM						10800 1			
LETTERS (incl. English)						16000 1			
POLITICAL SCIENCE/GOVT							12000 1		
CHEMICAL ENGINEERING								36000 4	40350 2
CIVIL ENGINEERING								30813 9	28651 8
ELECTRICAL/ELECTRONIC						30957 4	33100 2	35574 4	42000 1
INDUSTRIAL ENGINEERING								36500 2	30000 1
MECHANICAL ENGINEERING							27000 1	35743 7	33053 3
MINING (INCL GEOLOGICAL)								24000 1	31200 1
PETROLEUM ENGINEERING									39000 2
ENGINEERING TECHNOLOGY									33800 1
COMPUTER SCIENCE				28000 1			25400 5		
INFORMATION SCIENCES	32400 1			27000 1			27240 5		
ARCHITECTURAL & ENVIRONME			17150 2						

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	20220	3													
BUSINESS ADMINISTRATION	25033	6					31952	5		23251	6				
ECONOMICS & FINANCE	20000	1			24498	2				22450	4				
HOTEL/RESTAURANT MGMT.										26000	1				
MANAGEMENT INFO SYSTEMS	21000	1								21833	3				
MARKETING/MARKETING MANAG	19925	2	22992	1			33996	2		21900	15			25000	1
COMMUNICATIONS							24500	2		20257	7			23000	2
LETTERS (incl. English)	30000	1												10920	1
HUMANITIES - OTHER										18000	1				
SOCIAL SCIENCES-OTHER			24000	1											
COMPUTER ENGINEERING										27200	3				
COMPUTER SCIENCE	18000	1													
INFORMATION SCIENCES	28500	3								27996	1				
PHARMACY										47000	1				

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING			21000 1			22883 5	19000 1		18700 1
BUSINESS ADMINISTRATION	26000 1		21528 1		40000 1	26000 5	27620 3	31733 3	23000 1
ECONOMICS & FINANCE			29000 1			26122 1	17500 1		
MARKETING/MARKETING MANAG							27000 1		
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION					18312 12				
PHYSICAL EDUCATION					22000 1				
SPECIAL EDUCATION					15250 2				
LETTERS (incl. English)					21913 2				
VISUAL & PERFORMING ARTS					18150 2				
PSYCHOLOGY						33030 1			
SOCIOLOGY					19156 1			24000 1	19000 1
SOCIAL SCIENCES-OTHER					21245 2		26000 1		
CIVIL ENGINEERING			29904 2			29000 1	26529 12		
COMPUTER ENGINEERING			37000 1						
ELECTRICAL/ELECTRONIC						28654 7			
INDUSTRIAL ENGINEERING			40000 1						
MECHANICAL ENGINEERING				32250 5		27500 2			
NUCLEAR ENGINEERING							33500 1		
NATURAL RESOURCES						18000 1			
COMPUTER SCIENCE									30000 1
COMPUTER PROGRAMMING		24996 1							
HEALTH SCIENCES								45000 1	

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
PHARMACY								36621 2	44500 1
BIOLOGICAL SCIENCES					19600 1	22000 1	16232 2	21500 1	
CHEMISTRY					24000 1				
GEOLOGY & GEOLOGICAL SCI							35000 1		
MATHEMATICS					23995 2				
PHYSICS					20000 1				
OTHER PHYSICAL & EARTH SC					23000 1				

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					24000 1	28248 2		25000 1	19500 1
BUSINESS ADMINISTRATION		22500 1							
ECONOMICS & FINANCE						28000 1			
MARKETING/MARKETING MANAG									22500 1
COMMUNICATIONS			18200 1						
PSYCHOLOGY			15997 1	15000 1					
ARCHITECTURAL ENGINEERING								25600 5	
CHEMICAL ENGINEERING						41000 3			38937 8
CIVIL ENGINEERING						26400 1		28483 4	
COMPUTER ENGINEERING						31000 1			
ELECTRICAL/ELECTRONIC					34300 2	29000 1	25000 1		38000 2
INDUSTRIAL ENGINEERING						28250 2			
MECHANICAL ENGINEERING					32267 3	35000 1	31057 7	26000 1	39900 2
METALLURGICAL ENGINEERING									37000 2
ENGINEERING TECHNOLOGY					30000 1			30600 3	
AGRIBUSINESS						27996 1			29000 1
COMPUTER SCIENCE					29533 3				
CHEMISTRY									28350 1

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	25000	1	30000	2													28667	3
BUSINESS ADMINISTRATION			23500	1	22500	1												
ECONOMICS & FINANCE	30000	2			23000	1											30750	2
MARKETING/MARKETING MANAG	18000	1			20000	1												
CHEMICAL ENGINEERING			36000	1	39167	3			35520	1	28300	2			42600	1	42575	4
CIVIL ENGINEERING			31500	2							28833	3						
COMPUTER ENGINEERING	36996	1	34900	2														
ELECTRICAL/ELECTRONIC	34998	2	33522	11			38000	2									35380	3
INDUSTRIAL ENGINEERING			33400	2					23000	1								
MECHANICAL ENGINEERING	31750	2	32400	3					35500	2							36936	11
METALLURGICAL ENGINEERING			36700	2					35167	6								
MINING (INCL GEOLOGICAL)											34467	3						
PETROLEUM ENGINEERING																	41875	4
ENGINEERING TECHNOLOGY			25500	1														
NATURAL RESOURCES															21000	2		
COMPUTER SCIENCE	35060	2	34680	2														
INFORMATION SCIENCES	35580	2																
GEOLOGY & GEOLOGICAL SCI											32000	1						
OTHER PHYSICAL & EARTH SC											21000	1						

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							24833 3
BUSINESS ADMINISTRATION					18600 1		27600 1
ECONOMICS & FINANCE							27000 1
MARKETING/MARKETING MANAG	17000 1						27600 2
ELECTRICAL/ELECTRONIC						36000 1	
MECHANICAL ENGINEERING			32000 1			36900 3	29533 3
COMPUTER SCIENCE							27000 1

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	26511 137 39700/21000	15625 4		23500 3		24913 8	25570 7	23000 1	
BACHELOR - TECHNICAL	32400 1		17150 2	27500 2		30957 4	27415 13	33734 27 41000/29120	32846 19

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22979 14	23496 2	24498 2	30750 9		21868 37 31000/16500			20480 4
BACHELOR - TECHNICAL	25875 4					31319 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	26000 1		24132 4		19740 23 40000/15865	25297 12	24623 7	29800 4	20233 3
BACHELOR - TECHNICAL		24996 1	34202 4	32250 5	22432 6	27048 12	26207 16	34936 4	37250 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL		22500 1	17099 2	15000 1	24000 1	28165 3		25000 1	21000 2
BACHELOR - TECHNICAL					31556 9	32890 10	30300 8	27672 13	37415 16

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25750 4	27833 3	21833 3						29500 5
BACHELOR - TECHNICAL	34641 9	33454 26 37400/30000	39167 3	38000 2	34052 10	29950 10		28200 3	38647 22 47000/34000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	17000 1				18600 1		
BACHELOR - TECHNICAL			32000 1			36675 4	

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31630 2	28500 2		30333 3		33875 4	34500 2		
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32500 2			34500 2		36000 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH	30000 1						27500 1		29700 2
MBA--TECH						25700 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH			30000 1				34000 2		39833 6
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH		31800 5	41800 5	31250 2				39000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							32444 9
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	26658 133 39700/21600	25335 23 32500/22000							23750 4
BUSINESS ADMINISTRATION	16167 3	19776 3							25250 4
ECONOMICS & FINANCE		29000 1	25000 1						24250 2
MARKETING/MARKETING MANAG		20000 1	21500 1						19925 2
COMMUNICATIONS									24500 2
LETTERS (incl. English)									30000 1

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION		25200 1	24780 2						
MARKETING/MARKETING MANAG			27996 1						
COMMUNICATIONS						17000 1	25000 1	18200 1	
JOURNALISM									10800 1
LETTERS (incl. English)						16000 1			

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			19500 1						22717 1
BUSINESS ADMINISTRATION	12000 1		23000 1	37500 1			31158 7	22500 1	19532 2
ECONOMICS & FINANCE					29004 1		27900 2	17500 1	
HOTEL/RESTAURANT MGMT.							26000 1		
MANAGEMENT INFO SYSTEMS							16500 1		
MARKETING/MARKETING MANAG			23000 2	39996 1			24191 11		
COMMUNICATIONS	16250 2	29000 1			18000 1		22375 4		
LETTERS (incl. English)							10920 1		
POLITICAL SCIENCE/GOVT							12000 1		
PSYCHOLOGY								33030 1	
ELECTRICAL/ELECTRONIC							34470 2		
MECHANICAL ENGINEERING							35000 1		
AGRIBUSINESS							29000 1		
INFORMATION SCIENCES							27996 1		

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27399 2						23500 1
ECONOMICS & FINANCE	26122 1								
ARCHITECTURAL ENGINEERING							25600 5		
CHEMICAL ENGINEERING						41000 1		34496 2	41000 1
CIVIL ENGINEERING							27241 13	31825 6	
ELECTRICAL/ELECTRONIC							33617 6		25000 1
INDUSTRIAL ENGINEERING							30500 2	29250 2	23000 1
MECHANICAL ENGINEERING			30000 1				31510 8	28750 2	33225 8
METALLURGICAL ENGINEERING							36500 1		34800 1
MINING (INCL GEOLOGICAL)							35000 1	24000 1	
NUCLEAR ENGINEERING								33500 1	
ENGINEERING TECHNOLOGY							29325 4		30000 1
CHEMISTRY									28350 1
GEOLOGY & GEOLOGICAL SCI					35000 1				
OTHER PHYSICAL & EARTH SC								21000 1	

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION						36000 1			
CHEMICAL ENGINEERING							39455 22 47000/35520	37850 2	
CIVIL ENGINEERING					25626 2	26163 4		29462 10	29202 4
COMPUTER ENGINEERING				35998 2					
ELECTRICAL/ELECTRONIC	29000 1		36031 3	32300 2	33000 2		38000 1	36371 9	31357 16
INDUSTRIAL ENGINEERING						33000 1		33800 1	40000 1
MECHANICAL ENGINEERING	32400 1	35400 1	33300 2			23100 1	37600 3	35124 25 40800/32500	34373 3
METALLURGICAL ENGINEERING							30760 2	37597 6	
MINING (INCL GEOLOGICAL)								31200 1	34200 2
PETROLEUM ENGINEERING								40917 6	
ENGINEERING TECHNOLOGY								33800 1	
COMPUTER SCIENCE	33000 1		29200 3	28000 1					
INFORMATION SCIENCES	27000 1								
BIOLOGICAL SCIENCES					21500 1				
GEOLOGY & GEOLOGICAL SCI								32000 1	

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23000 1			34600 2					
HEALTH SCIENCES							45000 1		
PHARMACY						41186 4			

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING							33360 1		
BUSINESS ADMINISTRATION		26000 1				25833 3	23500 1		
ECONOMICS & FINANCE							30996 1		
MANAGEMENT INFO SYSTEMS					23750 2	21000 1	29250 2		
MARKETING/MARKETING MANAG							27000 1		
PSYCHOLOGY		15997 1	15000 1						
SOCIOLOGY	19000 1			21578 2					
SOCIAL SCIENCES-OTHER	26000 1								
COMPUTER ENGINEERING					27000 2		32600 4		
NATURAL RESOURCES									20000 3
COMPUTER SCIENCE					29053 9	18000 1	30000 1		
COMPUTER PROGRAMMING							24996 1		
INFORMATION SCIENCES					27550 4	29488 5	33810 2		
BIOLOGICAL SCIENCES									18155 3

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BUSINESS ADMINISTRATION				24917 6					
ECONOMICS & FINANCE				24888 9					
MANAGEMENT INFO SYSTEMS		30000 1		18000 1					
MARKETING/MARKETING MANAG		18000 1		22008 11					
COMMUNICATIONS			12000 1	22300 1					
ELEMENTARY EDUCATION									18312 12
PHYSICAL EDUCATION									22000 1
SPECIAL EDUCATION									15250 2
LETTERS (incl. English)									21913 2
VISUAL & PERFORMING ARTS									18150 2
HUMANITIES - OTHER				18000 1					
SOCIAL SCIENCES-OTHER				24000 1					21245 2
CHEMICAL ENGINEERING								23000 1	
CIVIL ENGINEERING		30367 3							
INDUSTRIAL ENGINEERING		40000 1							
MECHANICAL ENGINEERING				25000 1					
AGRIBUSINESS				27996 1					
ARCHITECTURAL & ENVIRONME	17150 2								
BIOLOGICAL SCIENCES									19600 1
CHEMISTRY									24000 1
MATHEMATICS									23995 2
PHYSICS									20000 1
OTHER PHYSICAL & EARTH SC									23000 1

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26427 136 39700/21000	24679 28 32500/19200	23250 2						24223 15
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25200 1	25852 3			16500 2	25000 1	18200 1	10800 1
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	14833 3	29000 1	22125 4	38748 2	23502 2		24819 28 60000/16900	24343 3	20594 3
BACHELOR - TECHNICAL							32187 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	26122 1		27399 2						23500 1
BACHELOR - TECHNICAL			30000 1		35000 1	41000 1	29643 40 38500/25000	30296 15	31996 14

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL						36000 1			
BACHELOR - TECHNICAL	30350 4	35400 1	32787 8	32919 5	27750 5	26792 6	38584 28 47000/33600	35123 62 45000/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	23000 1			34600 2					
BACHELOR - TECHNICAL						41186 4	45000 1		

AVERAGE SALARY OFFERS APRIL 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	22500 2	20999 2	15000 1	21578 2	23750 2	24625 4	28893 6		
BACHELOR - TECHNICAL					28379 15	27573 6	31627 8		19077 6

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		24000 2	12000 1	23263 30 40000/18000					18803 21 23000/15865
BACHELOR - TECHNICAL	17150 2	32775 4		26498 2				23000 1	22432 6

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Kearney
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 8, 1993 through May 6, 1993) and cumulatively (September 1, 1992, and May 6, 1993).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	9	410	$21878	$27015	*	*	*	172	1906	$26138	$27817	$31000	$26496	$20000
BUSINESS ADMINISTRATION	6	189	21583	24574	*	*	*	50	534	24965	24570	32000	24000	16500
DISTRIBUTION MANAGEMENT	+	7	+	23614				+	23	+	27074			
ECONOMICS & FINANCE	3	223	25000	26486	*	*	*	22	570	25496	26842	30000	26561	21000
HOTEL/RESTAURANT MGMT.	+	20	+	21460				1	39	26000	21737	*	*	*
HUMAN RESOURCES (incl. LA	+	11	+	20249				+	29	+	23846			
MANAGEMENT INFO SYSTEMS	1	90	27000	28871	*	*	*	9	230	24278	29263	*	*	*
MARKETING/MARKETING MANAG	11	218	20800	24236	*	*	*	43	579	22728	24499	27600	23000	16900
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	20664				+	21	+	23209			
COMMUNICATIONS	1	39	14400	21742	*	*	*	16	115	20431	21735	*	*	*
JOURNALISM	1	19	11000	19472	*	*	*	2	41	10900	19327	*	*	*
TELECOMMUNICATIONS/BROADC	+	10	+	22704				+	21	+	22926			
EDUCATION														
ELEMENTARY EDUCATION	1	53	23000	17284	*	*	*	13	196	18673	19594	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	12532				+	16	+	15742			
PHYSICAL EDUCATION	+	2	+	22272				1	15	22000	21883	*	*	*
SPECIAL EDUCATION	1	19	15500	20388	*	*	*	3	41	15333	20926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21643				+	25	+	20490			
TEXTILES & CLOTHING	+	12	+	23208				+	26	+	22772			
MERCHANDISING MANAGEMENT	+	2	+	23000				+	8	+	20875			
HUMANITIES														
FOREIGN LANGUAGES	+	6	+	22016				+	11	+	22051			
LETTERS (incl. English)	+	25	+	20960				5	65	20149	20989	*	*	*
VISUAL & PERFORMING ARTS	+	14	+	18803				2	36	18150	19797	*	*	*
HUMANITIES - OTHER	+	33	+	25045				1	45	18000	24513	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	17400				+	16	+	21400			
HISTORY	+	13	+	24569				+	38	+	23524			
POLITICAL SCIENCE/GOVT	+	38	+	25891				1	67	12000	24429	*	*	*
PSYCHOLOGY	1	51	18583	19834	*	*	*	4	96	20653	20313	*	*	*
SOCIOLOGY	+	10	+	22700				3	27	20719	20458	*	*	*
SOCIAL SCIENCES-OTHER	+	25	+	23082				4	79	23122	23536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	16	+	31954				+	55	+	31800			
AGRICULTURAL ENGINEERING	+	2	+	26500				+	9	+	31567			
ARCHITECTURAL ENGINEERING	+	4	+	29850				5	18	25600	27767	*	*	*
-BIOENGINEERING & BIOMEDIC	+	1	+	23650				+	4	+	25663			
CHEMICAL ENGINEERING	18	113	40553	39565	*	*	*	47	446	39312	39756	42600	41000	35000
CIVIL ENGINEERING	11	98	30755	29005	*	*	*	53	324	29091	29293	33000	29000	26000
COMPUTER ENGINEERING	3	70	38667	35094	*	*	*	11	258	33854	34328	*	*	*
ELECTRICAL/ELECTRONIC	11	215	34473	34655	*	*	*	54	719	33511	34325	37200	35000	28500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$42000				+	2	+	$37812			
INDUSTRIAL ENGINEERING	9	66	$31511	33349	*	*	*	18	255	$31828	33018	*	*	*
MECHANICAL ENGINEERING	14	242	33739	34469	*	*	*	71	862	33651	34600	$39000	$34200	$27000
METALLURGICAL ENGINEERING	+	25	+	32997				10	69	35840	33800	*	*	*
MINING (INCL GEOLOGICAL)	1	5	34000	33440	*	*	*	6	22	32100	32804	*	*	*
NUCLEAR ENGINEERING	+	3	+	34440				1	9	33500	34738	*	*	*
PETROLEUM ENGINEERING	4	7	38550	37700	*	*	*	10	29	39970	39241	*	*	*
TEXTILE ENGINEERING	+	2	+	36250				+	4	+	37075			
ENGINEERING TECHNOLOGY	1	22	27000	24155	*	*	*	7	69	29729	28922	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	31800				+	3	+	29100			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	8	18000	22000	*	*	*	3	20	24999	23190	*	*	*
ANIMAL SCIENCES	+	8	+	21063				+	23	+	20830			
PLANT SCIENCES	+	1	+	25000				+	3	+	25000			
NATURAL RESOURCES	2	10	22653	22457	*	*	*	5	15	21061	22171	*	*	*
OTHER AGRICULTURAL SCIENC	+	+	+	+				+	16	+	25663			
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	168	27379	31184	*	*	*	21	467	28332	31314	34620	28500	24000
COMPUTER PROGRAMMING	+	8	+	29250				1	22	24996	28780	*	*	*
INFORMATION SCIENCES	3	29	23415	30674	*	*	*	16	95	28156	29280	*	*	*
SYSTEMS ANALYSIS	+	1	+	36140				+	2	+	33570			
HEALTH SCIENCES														
ALLIED HEALTH	1	7	12000	22101	*	*	*	1	17	12000	26876	*	*	*
HEALTH SCIENCES	+	8	+	20413				1	19	45000	21383	*	*	*
NURSING	+	18	+	34226				+	39	+	31864			
PHARMACY	4	21	32730	41436	*	*	*	8	62	36958	43215	*	*	*
SCIENCES														
ACTUARIAL	+	6	+	34287				+	10	+	34352			
ARCHITECTURAL & ENVIRONME	4	13	25925	26846	*	*	*	6	24	23000	24535	*	*	*
BIOLOGICAL SCIENCES	+	15	+	20741				5	39	19113	21726	*	*	*
CHEMISTRY	+	5	+	33266				2	31	26175	30622	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				2	5	33500	27392	*	*	*
MATHEMATICS	+	16	+	27831				2	58	23995	25726	*	*	*
PHYSICS	+	2	+	14400				1	7	20000	22040	*	*	*
OTHER PHYSICAL & EARTH SC	1	6	20000	23040	*	*	*	3	11	21333	22317	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	29	+	28793				+	29	+	28793			
TOTALS	128	2830						722	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	1	265	$21600	$28038	*	*	*	137	1487	$26392	$28370	$31000	$26500	$21000
ACCOUNTING (PRIVATE)	4	123	23700	25625	*	*	*	32	411	24557	26174	29500	24000	20000
COMMERCIAL BANKING (CONSU	1	27	24000	24704	*	*	*	3	80	23500	23872	*	*	*
COMMERCIAL BANKING (LENDI	+	55	+	25782				+	99	+	25675			
INVESTMENT BANKING (CORP	+	9	+	27389				+	24	+	29917			
INVESTMENT BANKING (MERG	+	3	+	35667				+	9	+	32556			
INVESTMENT BANKING (REAL	1	2	18000	25000	*	*	*	1	8	18000	21363	*	*	*
INVESTMENT BANKING (SALE	+	4	+	36250				+	13	+	30846			
FINANCIAL/TREASURY ANALYS	5	85	24400	28436	*	*	*	20	200	24267	28346	30000	24250	20000
PORTFOLIO MANAGEMENT / BR	+	12	+	23167				+	29	+	23803			
UNDERWRITING	+	18	+	24433				1	51	25200	24089	*	*	*
INSURANCE - CLAIMS	1	20	19500	23347	*	*	*	4	42	24264	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	18	+	22886				+	41	+	24371			
MEDIA PLANNING	+	2	+	27250				+	12	+	21775			
REPORTING	+	3	+	14833				2	13	16500	17026	*	*	*
COMMUNICATIONS-PRODUCTION	+	7	+	21431				1	18	25000	22912	*	*	*
PUBLIC RELATIONS	+	19	+	21323				1	38	18200	21458	*	*	*
WRITING / EDITING	1	11	11000	20932	*	*	*	2	19	10900	21440	*	*	*
MARKETING														
ADVERTISING	1	6	18000	20846	*	*	*	4	22	15625	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	1	25	26000	23942	*	*	*	2	67	27500	25354	*	*	*
BUYER/MERCHANDISING	+	55	+	23818				4	152	22125	24483	*	*	*
DISTRIBUTION	+	6	+	25410				2	27	38748	27906	*	*	*
MARKET RESEARCH	+	8	+	23013				2	35	23502	23600	*	*	*
PURCHASING	+	2	+	20500				+	6	+	22400			
SALES	5	180	16820	25056	*	*	*	38	524	24736	25458	33000	25000	16500
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	24	+	20179				3	36	24343	21382	*	*	*
GOV'T-FINANCE, TAXATION,	+	26	+	23952				3	57	20594	23920	*	*	*
ECONOMIC PROGRAMS	+	5	+	20967				1	8	26122	20983	*	*	*
LAW ENFORCEMENT	1	6	23000	26200	*	*	*	1	20	23000	24148	*	*	*
MILITARY	+	22	+	23142				3	38	28266	24337	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	4	+	32700			
URBAN / REGIONAL PLANNING	+	6	+	27907				1	14	35000	25096	*	*	*
ENGINEERING														
BIOENGINEERING	1	3	35000	26667	*	*	*	2	5	38000	30800	*	*	*
DESIGN / CONSTRUCT	15	139	31387	30875	*	*	*	55	443	30119	30971	35400	29100	25000
ENVIRONMENTAL/SANITATION	+	8	+	30170				15	62	30296	31513	*	*	*
MANUFACTURING/INDUSTRIAL	6	121	34787	34836	*	*	*	21	449	32389	34922	38160	32400	28000
SYSTEMS / PROGRAMMING	2	37	42000	33910	*	*	*	6	110	34233	33114	*	*	*
POWER SYSTEMS	+	20	+	33919				1	91	35400	34279	*	*	*
SOFTWARE DESIGN & DEVELOP	1	55	30000	34653	*	*	*	9	171	32477	33827	*	*	*
HARDWARE DESIGN & DEVELOP	+	71	+	35934				5	163	32919	35783	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	14	$34000	$33056	*	*	*	7	95	$29536	$35381	*	*	*
TESTING	3	19	36995	34431	*	*	*	10	59	30774	33068	*	*	*
PROCESS ENGINEERING	13	83	40842	36856	*	*	*	41	311	39300	39281	$42600	$41000	$35000
PROJECT ENGINEERING	19	75	35216	35046	*	*	*	81	281	35145	35202	40000	36000	30000
OTHER ENGINEERING	2	203	33520	34083	*	*	*	28	723	32038	34018	38000	31856	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	11	+	19540				1	21	23000	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	+	7	+	23644				+	13	+	26589			
NURSES / PERSONAL CARE	+	18	+	34226				2	43	34600	31463	*	*	*
OCCUPATIONAL THERAPY	1	2	12000	14840	*	*	*	1	6	12000	27120	*	*	*
PHARMACIST	4	21	32730	41436	*	*	*	8	62	36958	43215	*	*	*
PHYSICAL THERAPY	+	1	+	13500				1	5	45000	22600	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	19	+	20532				+	43	+	20713			
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	12	+	19577				2	30	22500	19559	*	*	*
COUNSELING	+	19	+	19096				2	38	20999	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	15000	15550	*	*	*
SOCIAL WORK	1	10	18583	18787	*	*	*	3	27	20580	19679	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	122	23208	29100	*	*	*	22	332	26783	29345	34620	27000	20796
INFORMATION SYSTEMS	+	49	+	30089				10	217	26394	30139	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	72	30500	30309	*	*	*	18	169	30465	31467	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	33769				+	15	+	30449			
AGRICULTUR/NATURAL RESOU	3	14	21769	22165	*	*	*	9	43	19974	21696	*	*	*
ARCHITECTURE	3	4	24567	23825	*	*	*	5	12	21600	22182	*	*	*
CONSULTING	4	132	32925	30493	*	*	*	10	376	31080	31299	*	*	*
HUMAN RESOURCES	+	21	+	22429				1	47	12000	23006	*	*	*
MANAGEMENT TRAINEE	15	284	24400	23862	*	*	*	47	625	23763	23736	31000	23500	18000
MATH/STATISTICIANS	+	2	+	23500				+	7	+	26714			
PARALEGAL	+	2	+	23000				+	11	+	20509			
RESEARCH - NONTECHNICAL	+	3	+	22907				+	7	+	27103			
RESEARCH - TECHNICAL	+	7	+	27541				1	21	23000	28842	*	*	*
TEACHING	2	86	19250	18779	*	*	*	29	354	19584	20119	23000	19740	15500
TOTALS	128	2830						722	9098					

Percentiles are computed on regional data
Not computed for fewer than 20 offers
* No offers reported

RMCPA REGIONAL Report No. 4 MAY 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	24	+	$31813				16	68	$28538	$30904	*	*	*
MBA--NON-TECH	7	48	$33071	38505	*	*	*	61	222	33912	36528	$42000	$33000	$26400
MBA--TECH	+	20	+	45925				1	41	25700	44058	*	*	*
MS-BUSINESS	+	1	+	38000				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	5	+	34255				+	15	+	35965			
HUMAN RESOURCES (INCL LAB	+	+	+	+				2	13	23500	31031	*	*	*
MANAGEMENT INFORMATION SY	+	1	+	38400				+	13	+	37292			
MARKETING/MKTNG MGT (RESE	+	2	+	47000				1	7	27000	42571	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	31000				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	32000				+	2	+	23500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	15	40000	27662	*	*	*
ELEMENTARY EDUCATION	+	2	+	25500				+	25	+	27433			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	23000				+	6	+	28118			
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				2	8	27250	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	1	+	36240				+	2	+	38120			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	43167				+	11	+	42804			
AGRICULTURAL	+	1	+	45000				+	3	+	45000			
BIOENGINEERING & BIOMEDIC	+	1	+	36000				+	2	+	38000			
CHEMICAL	3	4	44000	42500	*	*	*	4	21	43250	41558	*	*	*
CIVIL	2	16	32765	33991	*	*	*	4	54	33033	34482	*	*	*
COMPUTER	+	10	+	40198				2	30	43400	39334	*	*	*
ELECTRICAL/ELECTRONIC	2	60	41100	42275	*	*	*	5	197	39928	41148	*	*	*
INDUSTRIAL	+	5	+	39249				+	33	+	40277			
MECHANICAL	1	44	38000	41275	*	*	*	1	146	38000	40845	*	*	*
METALLURGICAL	+	+	+	+				1	2	40000	38000	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	2	+	31500				+	7	+	29552			
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				1	1	$27000	27000	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	+	+	+				1	13	30000	35310	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	6	36	$37633	38183	*	*	*	8	86	36975	37948	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	2	27000	34000	*	*	*	5	8	34700	35250	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	42000				+	9	+	35822			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	1	+	37000				+	1	+	37000			
TOTALS	22	294						116	1087					

Master's Degree Candidates - Experience [1]

-ta Combined for Men and Women)

AVERAGE SALARY OFFERS

RADUATE / L TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
VER 1 TO 2 YEARS														
MBA--NON-TECH	5	43	$33900	$47297	*	*	*	23	125	$32457	$46479	$39000	$32000	$28000
MBA--TECH	+	16	+	55875				+	32	+	53003			
VER 2 TO 4 YEARS														
MBA--NON-TECH	6	83	34833	53687	*	*	*	25	189	38908	52896	48000	37500	31000
MBA--TECH	+	36	+	56152				+	101	+	56100			
VER 4 YEARS														
MBA--NON-TECH	10	62	45650	56358	*	*	*	45	185	45385	52632	60700	44000	32000
MBA--TECH	+	20	+	59505				+	59	+	58867			
TOTALS	21	260						93	691					

Years of previous full-time, nonmilitary employment
Percentiles are computed on regional data
Not computed for fewer than 20 offers
No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$45000				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	9	+	54524				+	14	+	53481			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	7	$49000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	23000				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	1	2	$36700	34350	*	*	*	1	2	36700	34350	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				1	1	20000	20000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	57000				3	35	54667	54650	*	*	*
CIVIL	+	1	+	65000				1	3	36000	54167	*	*	*
COMPUTER	+	5	+	56533				+	5	+	56533			
ELECTRICAL/ELECTRONIC	1	16	48000	59326	*	*	*	2	40	49000	56591	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	6	+	54736				+	27	+	51654			
METALLURGICAL	+	5	+	52296				+	13	+	52674			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	2	+	40500				+	23	+	52465			
GEOLOGICAL (INCL GEOPHYS)	2	3	38750	36833	*	*	*	3	4	46017	42763	*	*	*
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				+	7	+	51971			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	55						12	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
URRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

RRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
COUNTING	26697 133 39700/21600			19800 2		28500 5		23000 1	
ISINESS ADMINISTRATION	18250 4	12000 1		24000 1			27000 1		
CONOMICS & FINANCE				25000 1		27500 2			
NAGEMENT INFO SYSTEMS	30000 1						25000 3		
RKETING/MARKETING MANAG		18000 1		22750 2			32496 2	29700 1	
OMMUNICATIONS		16250 2							
OURNALISM						10800 1			
ETTERS (incl. English)						16000 1			
OLITICAL SCIENCE/GOVT							12000 1		
HEMICAL ENGINEERING								37080 5	40500 3
IVIL ENGINEERING								30632 10	29832 13
OMPUTER ENGINEERING							32000 1		
LECTRICAL/ELECTRONIC						30957 4	33100 2	35556 6	36000 2
NDUSTRIAL ENGINEERING								34333 3	30000 1
ECHANICAL ENGINEERING							27000 1	35775 8	33053 3
INING (INCL GEOLOGICAL)								24000 1	31200 1
PETROLEUM ENGINEERING									37530 4
ENGINEERING TECHNOLOGY									33800 1
COMPUTER SCIENCE				28000 1		30550 2	25399 7		
INFORMATION SCIENCES	32400 1			27000 1			26033 6		
ARCHITECTURAL & ENVIRONME			21575 4						

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	20415 4	26500 1				18000 2			
BUSINESS ADMINISTRATION	25033 6			28466 7		23251 6			
ECONOMICS & FINANCE	20500 2		24498 2			22450 4			
HOTEL/RESTAURANT MGMT.						26000 1			
MANAGEMENT INFO SYSTEMS	21000 1					23125 4			
MARKETING/MARKETING MANAG	19925 2	22992 1		33996 2		20983 24 27504/16800			25000 1
COMMUNICATIONS				24500 2		19525 8			23000 2
JOURNALISM						11000 1			
LETTERS (incl. English)	30000 1								10920 1
HUMANITIES - OTHER						18000 1			
SOCIAL SCIENCES-OTHER		24000 1							
OMPUTER ENGINEERING						27200 3			
LECTRICAL/ELECTRONIC	33000 1								
IDUSTRIAL ENGINEERING	32000 1					32000 2			
MPUTER SCIENCE	18000 1								
ORMATION SCIENCES	26436 4			30000 1		27996 1			
RMACY						47000 1			

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AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING			21000 1			22883 5	19000 1		18700 1
BUSINESS ADMINISTRATION	26000 1		21528 1	27000 1	40000 1	26000 5	26465 4	31733 3	23000 1
ECONOMICS & FINANCE			29000 2			26122 1	17500 1		
MARKETING/MARKETING MANAG							27000 1		
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION					18312 12				23000 1
PHYSICAL EDUCATION					22000 1				
SPECIAL EDUCATION					15333 3				
LETTERS (incl. English)					21913 2				
VISUAL & PERFORMING ARTS					18150 2				
PSYCHOLOGY						33030 1			18583 1
SOCIOLOGY					19156 1			24000 1	19000 1
SOCIAL SCIENCES-OTHER					21245 2		26000 1		
CIVIL ENGINEERING			29904 2			32500 2	26681 13		
COMPUTER ENGINEERING			37000 1						
ELECTRICAL/ELECTRONIC						28654 7			
INDUSTRIAL ENGINEERING			40000 1						
MECHANICAL ENGINEERING				31042 6		27500 2	42984 1		
NUCLEAR ENGINEERING							33500 1		
NATURAL RESOURCES						21102 3			
COMPUTER SCIENCE									30000 1
COMPUTER PROGRAMMING		24996 1							
HEALTH SCIENCES								45000 1	

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
PHARMACY								32973 5	44500 1
ARCHITECTURAL & ENVIRONME						30000 1	21700 1		
BIOLOGICAL SCIENCES					19600 1	22000 1	16232 2	21500 1	
CHEMISTRY					24000 1				
GEOLOGY & GEOLOGICAL SCI							35000 1		
MATHEMATICS					23995 2				
PHYSICS					20000 1				
OTHER PHYSICAL & EARTH SC					23000 1		20000 1		

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					26350 2	28248 2		25000 1	19500 1
BUSINESS ADMINISTRATION		22500 1							
ECONOMICS & FINANCE						28000 1			
MARKETING/MARKETING MANAG									22500 1
COMMUNICATIONS			18200 1						
PSYCHOLOGY			15997 1	15000 1					
ARCHITECTURAL ENGINEERING								25600 5	
CHEMICAL ENGINEERING						41000 4			39297 14
CIVIL ENGINEERING						26400 1		28590 7	
COMPUTER ENGINEERING						31000 1			
ELECTRICAL/ELECTRONIC				35000 1	34300 2	29000 1	25000 1		37333 3
INDUSTRIAL ENGINEERING						29500 3	28000 1		
MECHANICAL ENGINEERING					32267 3	35000 1	30363 8	30167 3	39900 2
METALLURGICAL ENGINEERING									37000 2
ENGINEERING TECHNOLOGY					30000 1			29700 4	
AGRIBUSINESS						22998 2			29000 1
COMPUTER SCIENCE					29533 3				
ALLIED HEALTH			12000 1						
PHARMACY									39300 1
CHEMISTRY									28350 1

RAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

URRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
CCOUNTING	25000 1	30000 2					23500 1		28667 3
USINESS ADMINISTRATION		23500 1	22500 1						
CONOMICS & FINANCE	30000 2		23000 1						30750 2
ARKETING/MARKETING MANAG	18000 1		20000 1						
HEMICAL ENGINEERING		36400 2	39167 3		35520 1	28300 2		42600 1	42565 9
IVIL ENGINEERING		31500 2				28833 3			
OMPUTER ENGINEERING	40248 2	34900 2							40500 1
LECTRICAL/ELECTRONIC	34998 2	33639 14		38000 2					35380 3
NDUSTRIAL ENGINEERING	30600 1	33400 2			23000 1				
ECHANICAL ENGINEERING	33887 3	33880 5			35500 2	32000 1			36950 14
ETALLURGICAL ENGINEERING		36700 2			35167 6				
INING (INCL GEOLOGICAL)						34350 4			
PETROLEUM ENGINEERING									41597 6
ENGINEERING TECHNOLOGY		25500 1							
NATURAL RESOURCES								21000 2	
COMPUTER SCIENCE	35060 2	31453 3							
INFORMATION SCIENCES	35580 2								
GEOLOGY & GEOLOGICAL SCI						32000 1			
OTHER PHYSICAL & EARTH SC						21000 1			

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							24833 3
BUSINESS ADMINISTRATION	14000 1				18600 1		26800 2
ECONOMICS & FINANCE							27000 1
MARKETING/MARKETING MANAG	17000 1						27600 2
CHEMICAL ENGINEERING						39500 3	
ELECTRICAL/ELECTRONIC						36480 2	35000 1
INDUSTRIAL ENGINEERING						34000 1	33000 1
MECHANICAL ENGINEERING			32000 1	25000 1		36900 3	29533 3
COMPUTER SCIENCE							27000 1

RAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	26476 138 39700/21000	15625 4		22350 6		24922 9	25570 7	26350 2	
BACHELOR - TECHNICAL	32400 1		21575 4	27500 2		30821 6	27012 17	33887 33 41400/29120	33057 28 42000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22732 16	24497 3	24498 2	28750 11		21031 51 31000/16000			20480 4
BACHELOR - TECHNICAL	26964 7			30000 1		31514 7			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	26000 1		25106 5	27000 1	19563 24 40000/15500	25297 12	24420 8	29800 4	20457 5
BACHELOR - TECHNICAL		24996 1	34202 4	31042 6	22432 6	27243 16	26625 20 42984/20000	33052 7	37250 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL		22500 1	17099 2	15000 1	26350 2	28165 3		25000 1	21000 2
BACHELOR - TECHNICAL			12000 1	35000 1	31556 9	32300 13	29590 10	28286 19	38025 24 43000/32500

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25750 4	27833 3	21833 3				23500 1		29500 5
BACHELOR - TECHNICAL	35336 12	33515 33 38000/30000	39167 3	38000 2	34052 10	30458 12		28200 3	39291 33 47000/35040

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	15500 2				18600 1		
BACHELOR - TECHNICAL			32000 1	25000 1		37351 9	

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31630 2	28500 2		30333 3		33875 4	34500 2		27000 1
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	31000 3			34500 2		40667 3			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH	30000 1					27000 1	27500 1		29700 2
MBA--TECH						25700 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH			30000 1				34000 2		40571 7
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	37000 1	31800 5	41800 5	31250 2				39000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30950 10
MBA--TECH							

/ERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

/ CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	26621 134 39700/21600	25092 27 32500/21000					18000 1		23750 4
BUSINESS ADMINISTRATION	16167 3	19776 3							24667 6
ECONOMICS & FINANCE		29000 1	25000 1						24700 5
MARKETING/MARKETING MANAG		20000 1	22750 2						19925 2
COMMUNICATIONS									24500 2
LETTERS (incl. English)									30000 1

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION		25200 1	23020 3						
MARKETING/MARKETING MANAG			27996 1						
COMMUNICATIONS						17000 1	25000 1	18200 1	
JOURNALISM									10900 2
LETTERS (incl. English)						16000 1			

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			19500 1						22717 1
BUSINESS ADMINISTRATION	12000 1	26000 1	23000 1	37500 1			29013 8	22500 1	19532 2
ECONOMICS & FINANCE					29004 1		27900 2	17500 1	
HOTEL/RESTAURANT MGMT.							26000 1		
MANAGEMENT INFO SYSTEMS							16500 1		
MARKETING/MARKETING MANAG			23000 2	39996 1			22413 15		
COMMUNICATIONS	16250 2	29000 1			18000 1		22375 4		
LETTERS (incl. English)							10920 1		
POLITICAL SCIENCE/GOVT							12000 1		
PSYCHOLOGY								33030 1	
ELECTRICAL/ELECTRONIC							34470 2		
MECHANICAL ENGINEERING							35000 1		
AGRIBUSINESS	18000 1						29000 1		
INFORMATION SCIENCES							27996 1		

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION		23000 1	27399 2						23500 1
ECONOMICS & FINANCE	26122 1								
ARCHITECTURAL ENGINEERING							25600 5		
CHEMICAL ENGINEERING						41000 1	39667 3	34496 2	40000 2
CIVIL ENGINEERING							27962 20 36600/24000	31825 6	
ELECTRICAL/ELECTRONIC						35000 1	33617 6		32653 3
INDUSTRIAL ENGINEERING							30500 2	29250 2	27200 3
MECHANICAL ENGINEERING			30000 1				30398 12	28750 2	33773 9
METALLURGICAL ENGINEERING							36500 1		34800 1
MINING (INCL GEOLOGICAL)							34500 2	24000 1	
NUCLEAR ENGINEERING								33500 1	
ENGINEERING TECHNOLOGY							29325 4		30000 1
CHEMISTRY									28350 1
GEOLOGY & GEOLOGICAL SCI					35000 1				
OTHER PHYSICAL & EARTH SC								21000 1	

ERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION						36000 1			
CHEMICAL ENGINEERING							39971 35 47000/35520	38900 3	
CIVIL ENGINEERING					25626 2	28130 5		30141 13	29202 4
COMPUTER ENGINEERING	42000 2			35998 2		32000 1			
ELECTRICAL/ELECTRONIC	29000 1		36031 3	32300 2	33667 3		38000 1	35349 13	31573 17
INDUSTRIAL ENGINEERING					33000 1	33000 1		33800 1	36000 2
MECHANICAL ENGINEERING	32400 1	35400 1	33300 2			33042 2	37600 3	35342 31 40800/32500	34373 3
METALLURGICAL ENGINEERING							30760 2	37597 6	
MINING (INCL GEOLOGICAL)								31200 1	34200 2
PETROLEUM ENGINEERING								39970 10	
ENGINEERING TECHNOLOGY								30400 2	
COMPUTER SCIENCE	33000 1		29400 4	28000 1					
INFORMATION SCIENCES	27000 1								
BIOLOGICAL SCIENCES					21500 1				
GEOLOGY & GEOLOGICAL SCI								32000 1	

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23000 1			34600 2					
ALLIED HEALTH					12000 1				
HEALTH SCIENCES							45000 1		
PHARMACY						36958 8			

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING							33360 1		
BUSINESS ADMINISTRATION		26000 1				25833 3	23500 1		
ECONOMICS & FINANCE							30996 1		
MANAGEMENT INFO SYSTEMS					23750 2	21000 1	28500 3		
MARKETING/MARKETING MANAG							27000 1		
PSYCHOLOGY		15997 1	15000 1	18583 1					
SOCIOLOGY	19000 1			21578 2					
SOCIAL SCIENCES-OTHER	26000 1								
COMPUTER ENGINEERING					27000 2		32600 4		
ELECTRICAL/ELECTRONIC							33000 1		
NATURAL RESOURCES									21061 5
COMPUTER SCIENCE					27934 11	18000 1	31000 2		
COMPUTER PROGRAMMING							24996 1		
INFORMATION SCIENCES					25074 6	29488 5	32540 3		
ARCHITECTURAL & ENVIRONME					30000 1				
BIOLOGICAL SCIENCES									18155 3
OTHER PHYSICAL & EARTH SC									20000 1

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				20833 3					
BUSINESS ADMINISTRATION				24917 6					
ECONOMICS & FINANCE				24888 9					
MANAGEMENT INFO SYSTEMS		30000 1		18000 1					
MARKETING/MARKETING MANAG		23850 2		21093 16					
COMMUNICATIONS			12000 1	18350 2					
ELEMENTARY EDUCATION									18673 13
PHYSICAL EDUCATION									22000 1
SPECIAL EDUCATION									15333 3
LETTERS (incl. English)									21913 2
VISUAL & PERFORMING ARTS									18150 2
HUMANITIES - OTHER				18000 1					
SOCIAL SCIENCES-OTHER				24000 1					21245 2
CHEMICAL ENGINEERING								23000 1	
CIVIL ENGINEERING		30367 3							
ELECTRICAL/ELECTRONIC		36000 1							
INDUSTRIAL ENGINEERING		35000 2		32500 4					
MECHANICAL ENGINEERING		36000 1		25000 2					
AGRIBUSINESS				27996 1					
COMPUTER SCIENCE				29100 1					
ARCHITECTURAL & ENVIRONME	21600 5								
BIOLOGICAL SCIENCES									19600 1
CHEMISTRY									24000 1

AVERAGE SALARY OFFERS MAY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
MATHEMATICS									23995 2
PHYSICS									20000 1
OTHER PHYSICAL & EARTH SC									23000 1

URRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
CHELOR - NON TECHNICAL	26392 137 39700/21000	24557 32 32500/20000	23500 3				18000 1		24267 20 30000/20000
CHELOR - TECHNICAL									

URRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
CHELOR - NON TECHNICAL		25200 1	24264 4			16500 2	25000 1	18200 1	10900 2
CHELOR - TECHNICAL									

URRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
CHELOR - NON TECHNICAL	14833 3	27500 2	22125 4	38748 2	23502 2		23607 33 60000/16500	24343 3	20594 3
CHELOR - TECHNICAL	18000 1						32187 5		

URRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACHELOR - NON TECHNICAL	26122 1	23000 1	27399 2						23500 1
ACHELOR - TECHNICAL			30000 1		35000 1	38000 2	30119 55 41400/25000	30296 15	32834 20 41000/28000

URRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
ACHELOR - NON TECHNICAL						36000 1			
ACHELOR - TECHNICAL	34233 6	35400 1	32477 9	32919 5	29536 7	30193 9	39300 41 47000/35000	35145 81 45000/30000	

URRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
ACHELOR - NON TECHNICAL	23000 1			34600 2					
ACHELOR - TECHNICAL					12000 1	36958 8	45000 1		

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	22500 2	20999 2	15000 1	20580 3	23750 2	24625 4	28622 7		
BACHELOR - TECHNICAL					27086 20 35200/20245	27573 6	31638 11		19974 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		25900 3	12000 1	22558 39 40000/18000					18842 23 23000/15500
BACHELOR - TECHNICAL	21600 5	33300 7		29637 8				23000 1	22432 6

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Kearney
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1993 through June 10, 1993) and cumulatively (September 1, 1992, and June 10, 1993).

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RMCPA REGIONAL Report No. 5 JULY 1993

(Data Combined for Men and Women)

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	57	651	$25900	$27653	$30000	$26400	$20000	229	2557	$26079	$27775	$31000	$26496	$20000
BUSINESS ADMINISTRATION	40	369	22779	24290	27000	22100	18000	90	903	23993	24456	30000	23500	17500
DISTRIBUTION MANAGEMENT	1	15	28500	24000	*	*	*	1	38	28500	25861	*	*	*
ECONOMICS & FINANCE	27	446	26972	27155	35000	25500	19000	49	1016	26310	26979	31500	25740	19000
HOTEL/RESTAURANT MGMT.	+	47	+	19586				1	86	26000	20561	*	*	*
HUMAN RESOURCES (incl. LA	6	23	22433	21696	*	*	*	6	52	22433	22895	*	*	*
MANAGEMENT INFO SYSTEMS	12	68	31446	30149	*	*	*	21	298	28374	29465	35000	28500	21000
MARKETING/MARKETING MANAG	104	377	24162	24851	29000	24000	17500	147	956	23743	24638	29000	23500	17000
REAL ESTATE	+	1	+	18000				+	13	+	26968			
COMMUNICATIONS														
ADVERTISING	1	12	23000	19333	*	*	*	1	33	23000	21800	*	*	*
COMMUNICATIONS	3	54	21167	22006	*	*	*	19	169	20547	21821	*	*	*
JOURNALISM	1	35	12000	20555	*	*	*	3	76	11267	19893	*	*	*
TELECOMMUNICATIONS/BROADC	1	13	17500	23423	*	*	*	1	34	17500	23116	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	12	37	21170	22855	*	*	*	25	233	19871	20112	23000	19740	15865
PRE-ELEMENTARY EDUCATION	+	14	+	17247				+	30	+	16444			
PHYSICAL EDUCATION	+	2	+	17182				1	17	22000	21330	*	*	*
SPECIAL EDUCATION	1	10	22000	22892	*	*	*	4	51	17000	21311	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	21	15500	20604	*	*	*	1	46	15500	20542	*	*	*
TEXTILES & CLOTHING	+	14	+	21031				+	40	+	22163			
MERCHANDISING MANAGEMENT	+	7	+	21914				+	15	+	21360			
HUMANITIES														
FOREIGN LANGUAGES	+	15	+	24680				+	26	+	23568			
LETTERS (incl. English)	1	45	20000	21250	*	*	*	6	110	20124	21096	*	*	*
VISUAL & PERFORMING ARTS	+	16	+	22625				2	52	18150	20667	*	*	*
HUMANITIES - OTHER	+	26	+	25250				1	71	18000	24783	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	21864				+	34	+	21645			
HISTORY	+	24	+	22094				+	62	+	22970			
POLITICAL SCIENCE/GOVT	3	58	20333	24933	*	*	*	4	125	18250	24663	*	*	*
PSYCHOLOGY	3	51	27833	20860	*	*	*	7	147	23730	20503	*	*	*
SOCIOLOGY	3	17	28000	22988	*	*	*	6	44	24359	21436	*	*	*
SOCIAL SCIENCES-OTHER	+	57	+	20779				4	136	23122	22380	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	26	35310	31303	*	*	*	2	81	35310	31641	*	*	*
AGRICULTURAL ENGINEERING	5	5	30206	30206	*	*	*	5	14	30206	31081	*	*	*
ARCHITECTURAL ENGINEERING	3	11	29333	29792	*	*	*	8	29	27000	28535	*	*	*
BIOENGINEERING & BIOMEDIC	+	9	+	31411				+	13	+	29642			
CHEMICAL ENGINEERING	31	162	38625	39722	41040	40000	35520	78	608	39039	39747	42300	40500	35000
CIVIL ENGINEERING	61	190	29291	29134	33000	28200	25000	114	514	29198	29234	33500	28750	25000
COMPUTER ENGINEERING	9	79	24848	31832	*	*	*	20	337	29802	33743	37000	28249	22000
ELECTRICAL/ELECTRONIC	62	289	34127	33985	37200	35000	29928	116	1008	33840	34228	37800	35000	28800

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	4	+	$28448				+	6	+	$31569			
INDUSTRIAL ENGINEERING	13	126	$33538	32564	*	*	*	31	381	$32545	32868	$39000	$32000	$30000
MECHANICAL ENGINEERING	43	339	33351	34372	$38000	$34516	$29500	114	1201	33538	34535	39000	34200	27000
METALLURGICAL ENGINEERING	1	18	38000	34786	*	*	*	11	87	36036	34004	*	*	*
MINING (INCL GEOLOGICAL)	7	16	28886	30450	*	*	*	13	38	30369	31813	*	*	*
NUCLEAR ENGINEERING	1	4	34200	34453	*	*	*	2	13	33850	34650	*	*	*
PETROLEUM ENGINEERING	4	10	35550	36780	*	*	*	14	39	38707	38610	*	*	*
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	12	51	23658	27365	*	*	*	19	120	25895	28260	*	*	*
INDUSTRIAL TECHNOLOGY	1	9	30000	29757	*	*	*	1	12	30000	29593	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	17	20080	21626	*	*	*	8	37	21925	22471	*	*	*
ANIMAL SCIENCES	+	1	+	18778				+	24	+	20745			
PLANT SCIENCES	+	+	+	+				+	3	+	25000			
NATURAL RESOURCES	1	4	13200	15960	*	*	*	6	19	19751	20863	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	25890				+	20	+	25708			
COMPUTER SCIENCE														
COMPUTER SCIENCE	16	123	32035	30739	*	*	*	37	590	29933	31195	34800	30000	24000
COMPUTER PROGRAMMING	9	14	34733	32893	*	*	*	10	36	33760	30379	*	*	*
INFORMATION SCIENCES	16	37	29137	29848	*	*	*	32	132	28647	29440	31200	29000	25000
SYSTEMS ANALYSIS	+	2	+	31360				+	4	+	32465			
HEALTH SCIENCES														
ALLIED HEALTH	3	19	31667	26357	*	*	*	4	36	26750	26602	*	*	*
HEALTH SCIENCES	+	11	+	25400				1	30	45000	22856	*	*	*
NURSING	+	94	+	31881				+	133	+	31876			
PHARMACY	2	15	39000	41065	*	*	*	10	77	37366	42796	*	*	*
SCIENCES														
ACTUARIAL	+	14	+	32398				+	24	+	33212			
ARCHITECTURAL & ENVIRONME	5	12	20100	21935	*	*	*	11	36	21682	23668	*	*	*
BIOLOGICAL SCIENCES	+	20	+	22832				5	59	19113	22101	*	*	*
CHEMISTRY	+	16	+	27728				2	47	26175	29637	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	3	33000	28933	*	*	*	4	8	33250	27970	*	*	*
MATHEMATICS	3	32	34333	26778	*	*	*	5	90	30198	26100	*	*	*
PHYSICS	+	3	+	24333				1	10	20000	22728	*	*	*
OTHER PHYSICAL & EARTH SC	1	4	23196	21799	*	*	*	4	15	21799	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	595	4336						1317	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	36	454	$25681	$28281	$30000	$26200	$21000	173	1941	$26244	$28350	$31000	$26500	$21000
ACCOUNTING (PRIVATE)	12	173	25510	25760	*	*	*	44	584	24817	26051	31000	24000	19000
COMMERCIAL BANKING (CONSU	1	37	25000	23722	*	*	*	4	117	23875	23825	*	*	*
COMMERCIAL BANKING (LENDI	1	83	24000	26583	*	*	*	1	182	24000	26089	*	*	*
INVESTMENT BANKING (CORP	1	18	36000	29361	*	*	*	1	42	36000	29679	*	*	*
INVESTMENT BANKING (MERG	+	1	+	29000				+	10	+	32200			
INVESTMENT BANKING (REAL	+	4	+	24510				1	12	18000	22412	*	*	*
INVESTMENT BANKING (SALE	+	24	+	28981				+	37	+	29636			
FINANCIAL/TREASURY ANALYS	20	123	26444	27961	31500	23839	20000	40	323	25356	28199	30000	24250	20000
PORTFOLIO MANAGEMENT / BR	3	24	27333	24199	*	*	*	3	53	27333	23982	*	*	*
UNDERWRITING	1	41	44000	25960	*	*	*	2	92	34600	24922	*	*	*
INSURANCE - CLAIMS	3	38	23747	22293	*	*	*	7	80	24042	22842	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	10	+	22000				+	40	+	20831			
MEDIA PLANNING	+	10	+	20750				+	22	+	21309			
REPORTING	1	12	12000	19125	*	*	*	3	25	15000	18034	*	*	*
COMMUNICATIONS-PRODUCTION	1	15	17500	20333	*	*	*	2	33	21250	21740	*	*	*
PUBLIC RELATIONS	2	15	20300	21169	*	*	*	3	53	19600	21376	*	*	*
WRITING / EDITING	+	13	+	22915				2	32	10900	22039	*	*	*
MARKETING														
ADVERTISING	1	15	23000	21853	*	*	*	5	37	17100	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	3	36	22500	25839	*	*	*	5	103	24500	25524	*	*	*
BUYER/MERCHANDISING	1	87	24000	24644	*	*	*	5	239	22500	24541	*	*	*
DISTRIBUTION	2	29	22250	26396	*	*	*	4	56	30499	27124	*	*	*
MARKET RESEARCH	4	26	36375	27302	*	*	*	6	61	32084	25178	*	*	*
PURCHASING	1	7	28800	26091	*	*	*	1	13	28800	24387	*	*	*
SALES	85	365	26288	25893	33500	26000	19200	123	889	25809	25637	33500	25000	17000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	9	23835	23742	*	*	*	4	45	24216	21854	*	*	*
GOV'T-FINANCE, TAXATION,	5	22	27238	27491	*	*	*	8	79	24747	24914	*	*	*
ECONOMIC PROGRAMS	+	4	+	21625				1	12	26122	21197	*	*	*
LAW ENFORCEMENT	+	15	+	24230				1	35	23000	24183	*	*	*
MILITARY	3	15	31732	26413	*	*	*	6	53	29999	24924	*	*	*
NATIONAL SECURITY	+	1	+	18000				+	5	+	29760			
URBAN / REGIONAL PLANNING	1	4	40000	31905	*	*	*	2	18	37500	26609	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				2	5	38000	30800	*	*	*
DESIGN / CONSTRUCT	60	188	28775	30348	36000	28110	23319	115	642	29417	30859	36000	29000	24000
ENVIRONMENTAL/SANITATION	9	50	32979	31124	*	*	*	24	112	31302	31339	38100	30750	25000
MANUFACTURING/INDUSTRIAL	5	145	28708	34451	*	*	*	26	594	31681	34807	38160	32000	25000
SYSTEMS / PROGRAMMING	11	57	31674	32203	*	*	*	17	167	32577	32803	*	*	*
POWER SYSTEMS	9	39	34936	34036	*	*	*	10	130	34982	34206	*	*	*
SOFTWARE DESIGN & DEVELOP	10	48	31684	34857	*	*	*	19	219	32059	34053	*	*	*
HARDWARE DESIGN & DEVELOP	2	31	30000	35341	*	*	*	7	194	32085	35712	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	47	$31673	$33912	*	*	*	13	142	$30522	$34895	*	*	*
TESTING	1	22	35000	33139	*	*	*	11	81	31158	33087	*	*	*
PROCESS ENGINEERING	12	107	37797	38976	*	*	*	53	418	38959	39203	$42500	$40500	$34000
PROJECT ENGINEERING	46	130	33147	33326	$39000	$32900	$28000	127	411	34421	34608	40000	35000	28500
OTHER ENGINEERING	42	319	35213	33493	40200	35300	29500	70	1042	33943	33857	38496	35000	28500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	6	+	19740				1	27	23000	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	+	7	+	21680				+	20	+	24871			
NURSES / PERSONAL CARE	+	95	+	31651				2	138	34500	31592	*	*	*
OCCUPATIONAL THERAPY	+	5	+	28165				1	11	12000	27595	*	*	*
PHARMACIST	2	16	39000	40624	*	*	*	10	78	37366	42684	*	*	*
PHYSICAL THERAPY	3	8	31667	25485	*	*	*	4	13	35000	24375	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	27	+	23030				+	70	+	21606			
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	2	19	24550	20173	*	*	*	4	49	23525	19797	*	*	*
COUNSELING	+	31	+	18852				2	69	20999	19540	*	*	*
FUNDRAISING / DEVELOPMENT	+	7	+	14686				1	12	15000	15046	*	*	*
SOCIAL WORK	+	16	+	17950				3	43	20580	19035	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	19	111	29459	28884	*	*	*	41	443	28023	29229	34620	29000	21900
INFORMATION SYSTEMS	12	85	34505	30926	*	*	*	22	302	30818	30361	35200	34040	26000
SYSTEMS ANALYSIS & DESIGN	17	76	31559	30137	*	*	*	35	245	30996	31054	35200	30996	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	19	+	31714				+	34	+	31156			
AGRICULTUR/NATURAL RESOU	1	14	13200	18088	*	*	*	10	57	19297	20810	*	*	*
ARCHITECTURE	5	6	20100	19917	*	*	*	10	18	20850	21427	*	*	*
CONSULTING	18	242	30138	30491	*	*	*	28	618	30474	30983	36000	30000	26000
HUMAN RESOURCES	2	22	32750	25564	*	*	*	3	69	25833	23822	*	*	*
MANAGEMENT TRAINEE	97	488	23524	22937	30000	23000	17000	144	1113	23602	23386	31000	23450	17000
MATH/STATISTICIANS	+	5	+	23000				+	12	+	25167			
PARALEGAL	+	9	+	22222				+	20	+	21280			
RESEARCH - NONTECHNICAL	+	8	+	17813				+	15	+	22148			
RESEARCH - TECHNICAL	1	17	35000	25365	*	*	*	2	38	29000	27287	*	*	*
TEACHING	14	84	21074	21394	*	*	*	43	438	20069	20363	23000	20400	15865
TOTALS	595	4336						1317	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	32	$22167	$29603	*	*	*	19	100	$27532	$30488	*	*	*
MBA--NON-TECH	22	188	29982	36808	$36000	$31250	$24000	83	410	32871	36657	$42000	$33000	$24500
MBA--TECH	2	28	29400	39113	*	*	*	3	69	28167	42051	*	*	*
MS-BUSINESS	+	+	+	+				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	8	+	32813				+	23	+	34868			
HUMAN RESOURCES (INCL LAB	+	2	+	27000				2	15	23500	30493	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	35500				+	17	+	36871			
MARKETING/MKTNG MGT (RESE	1	5	25800	32260	*	*	*	2	12	26400	38275	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	24000				+	3	+	23667			
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	34324				1	18	40000	28773	*	*	*
ELEMENTARY EDUCATION	+	2	+	30500				+	27	+	27660			
PHYSICAL EDUCATION	+	1	+	14500				+	2	+	20000			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	2	+	30400				+	7	+	26869			
HUMANITIES														
HUMANITIES - OTHER	+	2	+	30500				+	8	+	28714			
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	34000				2	10	27250	33530	*	*	*
SOCIAL SCIENCES - OTHER	+	6	+	25128				+	8	+	28376			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	39200				+	12	+	42504			
AGRICULTURAL	+	2	+	38000				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	38000			
CHEMICAL	+	8	+	39713				4	29	43250	41049	*	*	*
CIVIL	6	19	33475	33007	*	*	*	10	73	33298	34098	*	*	*
COMPUTER	+	6	+	40440				2	36	43400	39518	*	*	*
ELECTRICAL/ELECTRONIC	13	38	41369	40521	*	*	*	18	235	40969	41046	*	*	*
INDUSTRIAL	+	11	+	36359				+	44	+	39298			
MECHANICAL	+	29	+	39514				1	175	38000	40624	*	*	*
METALLURGICAL	+	2	+	35750				1	4	40000	36875	*	*	*

continued

RMCPA REGIONAL Report No. 5 JULY 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	$38000				+	3	+	38000			
HEALTH SCIENCES	+	6	+	31770				+	13	+	30576			
NURSING	+	2	+	55000				+	5	+	39634			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				1	2	$27000	27000	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	1	3	$34500	30833	*	*	*	2	16	32250	34471	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	8	42100	37625	*	*	*	10	94	38000	37920	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	2	2	43000	43000	*	*	*	7	10	37071	36800	*	*	*
MATHEMATICS (INCL ACTUARI	+	8	+	31550				+	17	+	33811			
PHYSICS	+	1	+	15000				+	3	+	33000			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	52	436						168	1523					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	3	65	$42067	$44037	*	*	*	26	190	$33565	$45644	$41200	$32750	$28000
MBA--TECH	+	21	+	53867				+	53	+	53345			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	4	133	44050	47254	*	*	*	29	322	39617	50566	48000	37500	30000
MBA--TECH	+	42	+	56916				+	143	+	56339			
OVER 4 YEARS														
MBA--NON-TECH	15	113	42827	51802	*	*	*	60	298	44745	52317	60000	42750	32000
MBA--TECH	+	71	+	56572				+	130	+	57614			
TOTALS	22	445						115	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	4	+	$62500				+	18	+	55486			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	7	+	53286				1	14	$49000	50929	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	37000				1	4	36700	35675	*	*	*
SOCIOLOGY	1	3	$24000	31288	*	*	*	1	3	24000	31288	*	*	*
SOCIAL SCIENCES	1	1	40000	40000	*	*	*	2	2	30000	30000	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	12	+	55408				3	47	54667	54843	*	*	*
CIVIL	+	1	+	50000				1	4	36000	53125	*	*	*
COMPUTER	+	5	+	60720				+	10	+	58627			
ELECTRICAL/ELECTRONIC	+	6	+	56291				2	46	49000	56552	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	27	+	51654			
METALLURGICAL	+	2	+	35000				+	15	+	50317			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	34600				+	6	+	33000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	8	+	48200				+	31	+	51365			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				3	4	46017	42763	*	*	*
MATHEMATICS	+	1	+	70000				+	1	+	70000			
PHYSICS	+	+	+	+				+	7	+	51971			
POLYMER	+	3	+	56180				+	3	+	56180			
TOTALS	2	60						14	246					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	26533 171 39700/21600			19800 2		30688 8	31320 1	23000 1	
BUSINESS ADMINISTRATION	18250 4	15300 2		22250 4			27000 1	27000 1	
ECONOMICS & FINANCE				25000 1	28000 1	27500 2	27000 2	27000 1	
MANAGEMENT INFO SYSTEMS	30000 1						31309 11		
MARKETING/MARKETING MANAG		18000 1		22750 2		21800 5	27798 5	25850 2	
COMMUNICATIONS		16250 2							
JOURNALISM						10800 1			
TELECOMMUNICATIONS/BROADC						17500 1			
LETTERS (incl. English)						16000 1			
POLITICAL SCIENCE/GOVT							12000 1		
AGRICULTURAL ENGINEERING									25000 1
ARCHITECTURAL ENGINEERING									29333 3
CHEMICAL ENGINEERING								37817 6	40500 3
CIVIL ENGINEERING								29457 15	29195 35 38900/25000
COMPUTER ENGINEERING							31500 3	18000 1	
ELECTRICAL/ELECTRONIC						31746 5	33749 7	32754 14	35333 3
INDUSTRIAL ENGINEERING	32000 1						33000 1	33000 5	30000 2
MECHANICAL ENGINEERING							27000 1	34789 11	33455 5
MINING (INCL GEOLOGICAL)								24000 1	28040 5
PETROLEUM ENGINEERING					36000 1				37530 4
ENGINEERING TECHNOLOGY									28933 3
AGRIBUSINESS				24000 1					
NATURAL RESOURCES								13200 1	

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
COMPUTER SCIENCE				29000 2	34000 1	30550 2	28748 12		
COMPUTER PROGRAMMING						31533 3			
INFORMATION SCIENCES	32400 1			27000 1		30000 1	26775 8	28750 4	
ARCHITECTURAL & ENVIRONME			20756 9						
GEOLOGY & GEOLOGICAL SCI									30000 1

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES	MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
ACCOUNTING	19932	5	26500	1						19750	4					
BUSINESS ADMINISTRATION	24629	7	24000	1			26205	11		21869 30000/18000	24					
ECONOMICS & FINANCE	25433	6	22000	2	24499	3	26323	6		25633	6					
HOTEL/RESTAURANT MGMT.										26000	1					
HUMAN RESOURCES (incl. LA			16000	1						22375	4					
MANAGEMENT INFO SYSTEMS	24750	2								22600	5					
MARKETING/MARKETING MANAG	21058	6	22097	4			27542	12		22842 40000/17000	79	20500	1		25000	1
COMMUNICATIONS							24500	2		20022	9				23000	2
JOURNALISM										11000	1				12000	1
LETTERS (incl. English)	30000	1													10920	1
HUMANITIES - OTHER										18000	1					
POLITICAL SCIENCE/GOVT										18000	2					
PSYCHOLOGY							28000	2		27500	1					
SOCIOLOGY							28000	3								
SOCIAL SCIENCES-OTHER			24000	1												
COMPUTER ENGINEERING										27200	3				25000	1
ELECTRICAL/ELECTRONIC	33000	1	27500	1						31060	3					
INDUSTRIAL ENGINEERING	32000	1								32000	3					
MECHANICAL ENGINEERING										29830	2					
COMPUTER SCIENCE	18000	1					24000	1								
INFORMATION SCIENCES	26436	4					30298	5		26498	2					
PHARMACY										41667	3					
MATHEMATICS							44000	1								

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING			22333 3			23736 6	21164 3		20100 2
BUSINESS ADMINISTRATION	26000 1		21528 1	27000 1	40000 1	26117 6	26972 5	31733 3	24500 2
DISTRIBUTION MANAGEMENT		28500 1							
ECONOMICS & FINANCE			29000 2			24420 2	17500 1		
MANAGEMENT INFO SYSTEMS		35000 1					23952 1		
MARKETING/MARKETING MANAG			17700 2			40000 1	27000 1		
COMMUNICATIONS			25000 1			22000 1			
ELEMENTARY EDUCATION					19741 24 31212/15865				23000 1
PHYSICAL EDUCATION					22000 1				
SPECIAL EDUCATION					17000 4				
LETTERS (incl. English)					21913 2				
VISUAL & PERFORMING ARTS					18150 2				
PSYCHOLOGY						33030 1			18583 1
SOCIOLOGY					19156 1			24000 1	19000 1
SOCIAL SCIENCES-OTHER					21245 2		26000 1		
AGRICULTURAL ENGINEERING						31508 4			
CHEMICAL ENGINEERING				40200 1		33078 4	34000 1		
CIVIL ENGINEERING			29904 2	29790 2		31633 9	26969 24 36800/24000		
COMPUTER ENGINEERING			37000 1	27997 1					
ELECTRICAL/ELECTRONIC				33900 5		28898 9			
INDUSTRIAL ENGINEERING			39250 4	35000 1					
MECHANICAL ENGINEERING				33568 11		29000 3	30242 2		
NUCLEAR ENGINEERING							33500 1		

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ENGINEERING TECHNOLOGY							23944 6		
INDUSTRIAL TECHNOLOGY			30000 1						
NATURAL RESOURCES						21102 3			
COMPUTER SCIENCE			39000 2			25950 2			30000 1
COMPUTER PROGRAMMING		29998 2							
INFORMATION SCIENCES						22700 1			
ALLIED HEALTH								32000 2	31000 1
HEALTH SCIENCES								45000 1	
PHARMACY								32973 5	44500 1
ARCHITECTURAL & ENVIRONME						30000 1	21700 1		
BIOLOGICAL SCIENCES					19600 1	22000 1	16232 2	21500 1	
CHEMISTRY					24000 1				
GEOLOGY & GEOLOGICAL SCI							35000 1		
MATHEMATICS					22330 3				
PHYSICS					20000 1				
OTHER PHYSICAL & EARTH SC					23000 1	23196 1	20000 1		

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					26350 2	28248 2		22100 2	24150 2
BUSINESS ADMINISTRATION		22500 1				26500 2			
ECONOMICS & FINANCE						28000 1			26000 1
MARKETING/MARKETING MANAG						27000 1	14000 1		25250 2
COMMUNICATIONS			18200 1						
HUMAN ECOLOGY (HOME ECONO	15500 1								
LETTERS (incl. English)		20000 1							
PSYCHOLOGY			15997 1	15000 1					
ARCHITECTURAL ENGINEERING								25600 5	
CHEMICAL ENGINEERING						40250 8			39536 19
CIVIL ENGINEERING						26400 1	33000 1	30228 16	
COMPUTER ENGINEERING						31000 1			
ELECTRICAL/ELECTRONIC				35000 1	33484 5	29000 1	32333 3		37333 3
INDUSTRIAL ENGINEERING						30700 5	29000 2		
MECHANICAL ENGINEERING					31575 4	35000 1	31608 13	30526 7	38133 3
METALLURGICAL ENGINEERING									37000 2
PETROLEUM ENGINEERING							34200 1		
ENGINEERING TECHNOLOGY					30000 1			27057 7	
AGRIBUSINESS						20399 6			29000 1
COMPUTER SCIENCE					29533 3				
COMPUTER PROGRAMMING					35000 1				
ALLIED HEALTH			12000 1						
PHARMACY									39300 1

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
CHEMISTRY									28350 1

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUM'LATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	25000 1	30000 4	18000 1				23500 1		28625 4
BUSINESS ADMINISTRATION		22167 3	27167 3						
ECONOMICS & FINANCE	30675 4		23000 1						31325 4
HUMAN RESOURCES (incl. LA			29100 1						
MARKETING/MARKETING MANAG	18000 1		27050 12					24000 1	
POLITICAL SCIENCE/GOVT	25000 1								
AEROSPACE & AERONAUTICAL	35310 2								
CHEMICAL ENGINEERING	37000 2	37250 4	39167 3		35520 1	32030 4		42600 1	42453 13
CIVIL ENGINEERING		31667 3				28625 4			33000 1
COMPUTER ENGINEERING	34165 3	27588 5							40500 1
ELECTRICAL/ELECTRONIC	35312 8	35120 28 45000/30000		38000 2	33000 1	35100 1			35918 8
INDUSTRIAL ENGINEERING	30600 1	33400 2			23000 1				
MECHANICAL ENGINEERING	32310 6	34756 9			35500 2	36500 2			35842 19
METALLURGICAL ENGINEERING		36700 2			35571 7				
MINING (INCL GEOLOGICAL)						32943 7			
NUCLEAR ENGINEERING		34200 1							
PETROLEUM ENGINEERING									40198 8
ENGINEERING TECHNOLOGY		25500 1							
NATURAL RESOURCES								21000 2	
COMPUTER SCIENCE	34707 3	32672 5							
COMPUTER PROGRAMMING	40000 2								
INFORMATION SCIENCES	35580 2								
GEOLOGY & GEOLOGICAL SCI						32000 1			36000 1

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MATHEMATICS									40000 1
OTHER PHYSICAL & EARTH SC						21000 1			

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							24833 3
BUSINESS ADMINISTRATION	14000 1				18600 1	22000 1	24967 3
ECONOMICS & FINANCE							23000 3
MARKETING/MARKETING MANAG	17000 1					23000 1	26240 5
ADVERTISING							23000 1
COMMUNICATIONS					17500 1		
CHEMICAL ENGINEERING						39800 5	39767 3
CIVIL ENGINEERING			27996 1				
ELECTRICAL/ELECTRONIC						36320 3	34000 4
INDUSTRIAL ENGINEERING						34000 1	33000 1
MECHANICAL ENGINEERING			32000 1	25000 1		37175 4	33193 7
ENGINEERING TECHNOLOGY							16640 1
COMPUTER SCIENCE							25740 2
COMPUTER PROGRAMMING							34000 2
INFORMATION SCIENCES							31333 3

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	26364 176 39700/21000	16220 5		22122 9	28000 1	25211 18	28939 21 36000/25000	25740 5	
BACHELOR - TECHNICAL	32200 2		20756 9	27250 4	35000 2	31312 11	29685 32 37200/24000	31814 58 41500/27000	30719 65 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23352 27 53000/18000	22289 10	24499 3	26825 36 60000/20000		22360 137 40000/16800	20500 1		18784 5
BACHELOR - TECHNICAL	26964 7	27500 1		31355 7		31777 16			25000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	26000 1	31750 2	22992 9	27000 1	20150 37 40000/15500	26058 17	24400 12	29800 4	21398 7
BACHELOR - TECHNICAL		29998 2	36181 10	33406 21 40400/28080	21941 7	29032 38 48000/22000	26361 39 42984/21700	32818 9	35167 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	15500 1	21250 2	17099 2	15000 1	26350 2	27416 6	14000 1	22100 2	24960 5
BACHELOR - TECHNICAL			12000 1	35000 1	31951 14	31274 23 41000/22200	31655 20 38500/25500	28992 35 45000/24230	38275 30 43000/32500

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	27243 7	26643 7	26456 18				23500 1	24000 1	29975 8
BACHELOR - TECHNICAL	34805 29 43500/30000	34023 60 45000/28000	39167 3	38000 2	34293 12	31716 20 41000/24000		28200 3	38294 52 47000/33600

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	15500 2				18050 2	22500 2	
BACHELOR - TECHNICAL			29998 2	25000 1		37743 13	

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31630 2	28440 5		30333 3		33900 5	34500 2	30000 1	27000 1
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	29250 4	27000 1		34500 2		33500 4			
MBA--TECH	24000 1								

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH	30000 1			18000 1		27000 1	30000 2	16000 1	29700 2
MBA--TECH						25700 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH			31300 2			29000 1	34000 2	36000 1	40556 9
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	37000 2	31800 5	39500 6	31250 2				39000 1	
MBA--TECH	34800 1								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					34000 1		31754 13
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	26421 170 39700/21000	25698 36 44000/20000					18000 1		25646 10
BUSINESS ADMINISTRATION	16167 3	19638 6	25000 1						23750 8
ECONOMICS & FINANCE		29000 1	25000 1						27261 15
MARKETING/MARKETING MANAG		20000 1	22750 2						19950 3
COMMUNICATIONS									24500 2
LETTERS (incl. English)									25000 2
PETROLEUM ENGINEERING					36000 1				
AGRIBUSINESS				24000 1					

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION	27000 1	25200 1	22265 4					18600 1	
ECONOMICS & FINANCE			25620 2						
MARKETING/MARKETING MANAG	27500 2		27996 1						
COMMUNICATIONS						17000 1	25000 1	20100 2	
JOURNALISM						12000 1			10900 2
TELECOMMUNICATIONS/BROADC							17500 1		
LETTERS (incl. English)						16000 1			
MATHEMATICS		44000 1							

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			19500 1				19200 1		25802 4
BUSINESS ADMINISTRATION	12000 1	24750 2	23000 1	32250 2			27737 11	22500 1	23691 4
DISTRIBUTION MANAGEMENT					28500 1				
ECONOMICS & FINANCE					29004 1	28800 1	27257 7	17500 1	
HOTEL/RESTAURANT MGMT.							26000 1		
MANAGEMENT INFO SYSTEMS							20750 2		
MARKETING/MARKETING MANAG		22000 2	23000 2	39996 1			24431 70 40000/16900		
ADVERTISING	23000 1								
COMMUNICATIONS	16250 2	29000 1	24000 1	17500 1	18000 1		22375 4		
LETTERS (incl. English)							10920 1		
POLITICAL SCIENCE/GOVT							18500 2		
PSYCHOLOGY							27833 3	33030 1	
SOCIOLOGY							28000 3		
CHEMICAL ENGINEERING								23835 1	
CIVIL ENGINEERING							33000 1		
COMPUTER ENGINEERING							25000 1		
ELECTRICAL/ELECTRONIC							33167 7		
INDUSTRIAL ENGINEERING					39000 3				
MECHANICAL ENGINEERING							32594 6		
AGRIBUSINESS	18000 1						29000 1		
INFORMATION SCIENCES							30998 2		

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION		23000 1	27399 2						23500 1
ECONOMICS & FINANCE	26122 1								
MARKETING/MARKETING MANAG			40000 1						
AGRICULTURAL ENGINEERING							28167 3	29530 1	
ARCHITECTURAL ENGINEERING							26857 7		
CHEMICAL ENGINEERING						41000 1	38750 4	37498 4	40000 2
CIVIL ENGINEERING							27807 50 36800/24000	31263 10	
ELECTRICAL/ELECTRONIC						35000 1	33537 12		33215 4
INDUSTRIAL ENGINEERING							30500 2	29250 2	28320 5
MECHANICAL ENGINEERING			31000 2		40000 1		32193 19	30700 3	33596 10
METALLURGICAL ENGINEERING							36500 1		34800 1
MINING (INCL GEOLOGICAL)							34500 2	27000 2	
NUCLEAR ENGINEERING								33500 1	
ENGINEERING TECHNOLOGY							25637 15		23320 2
CHEMISTRY									28350 1
GEOLOGY & GEOLOGICAL SCI					35000 1				
OTHER PHYSICAL & EARTH SC			23196 1					21000 1	

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION						36000 1			
ECONOMICS & FINANCE			35000 1						
AEROSPACE & AERONAUTICAL	35310 2								
AGRICULTURAL ENGINEERING									37000 1
ARCHITECTURAL ENGINEERING								28000 1	
CHEMICAL ENGINEERING	—				39000 1		39751 46 47000/35520	39440 5	38497 8
CIVIL ENGINEERING					25851 3	28130 5		30100 30 38900/27000	29901 7
COMPUTER ENGINEERING	31000 6		24213 3	31999 3		32000 1			
ELECTRICAL/ELECTRONIC	30933 3	34137 6	34523 4	33533 3	34648 5	35000 1	38000 1	35451 24 42000/31200	33383 32 45000/28500
INDUSTRIAL ENGINEERING					33000 1	33000 1		32933 3	35667 3
MECHANICAL ENGINEERING	34800 3	36933 3	33300 2		17500 1	33042 2	37600 3	35635 35 42000/32400	34292 14
METALLURGICAL ENGINEERING							30760 2	37654 7	
MINING (INCL GEOLOGICAL)							24000 1	29550 4	31600 3
NUCLEAR ENGINEERING		34200 1							
PETROLEUM ENGINEERING								38915 13	
ENGINEERING TECHNOLOGY								30400 2	
COMPUTER SCIENCE	33000 1		30300 6	28000 1					
COMPUTER PROGRAMMING			38333 3		35000 1				35800 2
INFORMATION SCIENCES	27000 1								
BIOLOGICAL SCIENCES					21500 1				
GEOLOGY & GEOLOGICAL SCI								32667 3	
MATHEMATICS	40000 1								

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23000 1			34600 2					

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				21100 5					
BUSINESS ADMINISTRATION		27000 1		22874 29 40000/18000					
ECONOMICS & FINANCE		27000 1		24053 15					
HUMAN RESOURCES (incl. LA				22433 6					
MANAGEMENT INFO SYSTEMS		30000 1		19250 2				35000 1	
MARKETING/MARKETING MANAG		23233 3	20500 1	22534 57 32000/18000					
COMMUNICATIONS			12000 1	18350 2					
ELEMENTARY EDUCATION									19871 25 31212/15865
PHYSICAL EDUCATION									22000 1
SPECIAL EDUCATION									17000 4
LETTERS (incl. English)									21913 2
VISUAL & PERFORMING ARTS									18150 2
HUMANITIES - OTHER				18000 1					
POLITICAL SCIENCE/GOVT				18000 2					
SOCIAL SCIENCES-OTHER				24000 1					21245 2
CHEMICAL ENGINEERING				39900 5				23000 1	
CIVIL ENGINEERING		31014 7	45000 1						
ELECTRICAL/ELECTRONIC		31000 6		27500 1					
INDUSTRIAL ENGINEERING		32800 5		32400 5					
MECHANICAL ENGINEERING		33120 4		22900 5					
MINING (INCL GEOLOGICAL)				34800 1					
AGRIBUSINESS				20879 5					
COMPUTER SCIENCE				29100 1					

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
INFORMATION SCIENCES				25000 1					
ARCHITECTURAL & ENVIRONME	20850 10								
BIOLOGICAL SCIENCES									19600 1
CHEMISTRY									24000 1
MATHEMATICS									22330 3
PHYSICS									20000 1
OTHER PHYSICAL & EARTH SC									23000 1

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26244 173 39700/21000	24817 44 44000/19000	23875 4				18000 1		25356 40 53000/20000
BACHELOR - TECHNICAL				24000 1	36000 1				

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	27333 3	25200 1	24042 7			15000 3	21250 2	19600 3	10900 2
BACHELOR - TECHNICAL		44000 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	16875 4	24500 5	22500 5	30499 4	25168 3	28800 1	24740 105 60000/16900	24343 3	24747 8
BACHELOR - TECHNICAL	18000 1				39000 3		32041 18	23835 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	26122 1	23000 1	31599 3						23500 1
BACHELOR - TECHNICAL			28399 3		37500 2	38000 2	29417 115 42000/24000	31302 24 40992/25000	32008 25 41000/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			35000 1			36000 1			
BACHELOR - TECHNICAL	32577 17	34982 10	31896 18	32085 7	30522 13	30674 10	38959 53 47000/34000	34421 127 45000/28500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	23000 1			34600 2					
BACHELOR - TECHNICAL					12000 1	37366 10	35000 4		

AVERAGE SALARY OFFERS JULY 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	20167 3	20999 2	15000 1	20580 3	26890 5	29214 7	30296 11		
BACHELOR - TECHNICAL	33600 1				28180 36 35200/21900	31567 15	31317 24 39600/28000		19297 10

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		25617 6	16250 2	22516 120 40000/17000				35000 1	19705 36 31212/15500
BACHELOR - TECHNICAL	20850 10	31799 22 48000/27000	45000 1	29033 24 41500/22200				23000 1	21941 7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Kearney
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the **Salary Survey** are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 10, 1993 through August 13, 1993) and cumulatively (September 1, 1992, and August 13, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	30	595	$22891	$26280	$28800	$22859	$18000	259	3152	$25709	$27493	$31000	$26496	$19500
BUSINESS ADMINISTRATION	32	586	20763	24698	26004	21998	13200	122	1490	23146	24555	28500	23000	16000
DISTRIBUTION MANAGEMENT	+	14	+	26686				1	52	28500	26083	*	*	*
ECONOMICS & FINANCE	30	425	20884	26717	28500	20800	14000	79	1441	24249	26902	31000	24000	16800
HOTEL/RESTAURANT MGMT.	10	26	20948	21504	*	*	*	11	112	21408	20780	*	*	*
HUMAN RESOURCES (incl. LA	2	30	23000	22523	*	*	*	8	82	22575	22759	*	*	*
MANAGEMENT INFO SYSTEMS	4	119	28500	29653	*	*	*	25	417	28394	29519	35000	28500	21000
MARKETING/MARKETING MANAG	18	294	20303	23441	*	*	*	165	1251	23367	24361	28600	23000	17000
REAL ESTATE	+	5	+	21952				+	18	+	25575			
COMMUNICATIONS														
ADVERTISING	+	11	+	20662				1	44	23000	21515	*	*	*
COMMUNICATIONS	14	146	18501	21124	*	*	*	33	315	19679	21498	25000	18500	13000
JOURNALISM	1	30	22000	22050	*	*	*	4	106	13950	20503	*	*	*
TELECOMMUNICATIONS/BROADC	+	17	+	24144				1	51	17500	23459	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	26	206	19694	20081	22000	19600	15400	51	439	19781	20097	23000	19700	15400
PRE-ELEMENTARY EDUCATION	6	17	17758	16498	*	*	*	6	47	17758	16463	*	*	*
PHYSICAL EDUCATION	4	18	20750	21419	*	*	*	5	35	21000	21376	*	*	*
SPECIAL EDUCATION	8	47	22325	22408	*	*	*	12	98	20550	21837	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	3	9	15000	20013	*	*	*	4	55	15125	20455	*	*	*
TEXTILES & CLOTHING	4	12	17300	20458	*	*	*	4	52	17300	21769	*	*	*
MERCHANDISING MANAGEMENT	+	14	+	20786				+	29	+	21083			
HUMANITIES														
FOREIGN LANGUAGES	4	28	21113	22521	*	*	*	4	54	21113	23025	*	*	*
LETTERS (incl. English)	9	99	18800	21496	*	*	*	15	209	19330	21285	*	*	*
VISUAL & PERFORMING ARTS	1	35	19400	20478	*	*	*	3	87	18567	20591	*	*	*
HUMANITIES - OTHER	1	28	17250	23332	*	*	*	2	99	17625	24373	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	30	23000	23853	*	*	*	1	64	23000	22680	*	*	*
HISTORY	1	81	18400	24504	*	*	*	1	143	18400	23839	*	*	*
POLITICAL SCIENCE/GOVT	3	97	19005	24240	*	*	*	7	222	18574	24478	*	*	*
PSYCHOLOGY	5	85	17520	20688	*	*	*	12	232	21143	20571	*	*	*
SOCIOLOGY	3	34	18788	22911	*	*	*	9	78	22502	22079	*	*	*
SOCIAL SCIENCES-OTHER	5	76	17380	23228	*	*	*	9	212	19932	22684	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	31387				2	105	35310	31583	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	33800				5	19	30206	31796	*	*	*
ARCHITECTURAL ENGINEERING	5	14	25700	27801	*	*	*	13	43	26500	28296	*	*	*
BIOENGINEERING & BIOMEDIC	+	4	+	34875				+	17	+	30874			
CHEMICAL ENGINEERING	11	140	33255	38331	*	*	*	89	748	38324	39482	42000	40200	33600
CIVIL ENGINEERING	22	170	28030	29143	32000	26750	24516	136	684	29009	29211	33500	28500	24230
COMPUTER ENGINEERING	2	111	32750	34633	*	*	*	22	448	30070	33963	36996	29750	24000
ELECTRICAL/ELECTRONIC	20	388	33412	34535	35940	34000	29530	136	1396	33777	34313	37800	34898	28800

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	6	+	$31569			
INDUSTRIAL ENGINEERING	7	121	$32927	$33165	*	*	*	38	502	$32615	32940	$39000	$32000	$28000
MECHANICAL ENGINEERING	14	337	29729	34190	*	*	*	128	1538	33121	34460	39000	33600	25500
METALLURGICAL ENGINEERING	2	28	37650	34718	*	*	*	13	115	36285	34178	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				13	41	30369	31826	*	*	*
NUCLEAR ENGINEERING	+	3	+	35207				2	16	33850	34755	*	*	*
PETROLEUM ENGINEERING	2	8	36000	37300	*	*	*	16	47	38369	38387	*	*	*
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	11	72	28135	30862	*	*	*	30	192	26716	29236	33000	27000	20800
INDUSTRIAL TECHNOLOGY	+	6	+	26917				1	18	30000	28701	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	22	18940	23595	*	*	*	13	59	20777	22890	*	*	*
ANIMAL SCIENCES	+	7	+	26572				+	31	+	22060			
PLANT SCIENCES	+	5	+	23400				+	8	+	24000			
NATURAL RESOURCES	1	9	22000	25775	*	*	*	7	28	20072	22442	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	24718				+	30	+	25378			
COMPUTER SCIENCE														
COMPUTER SCIENCE	18	282	26521	31609	*	*	*	55	872	28816	31329	35040	29000	20120
COMPUTER PROGRAMMING	+	10	+	35990				10	46	33760	31599	*	*	*
INFORMATION SCIENCES	+	30	+	30971				32	162	28647	29723	31200	29000	25000
SYSTEMS ANALYSIS	+	4	+	31000				+	8	+	31733			
HEALTH SCIENCES														
ALLIED HEALTH	3	54	23267	30945	*	*	*	7	90	25257	29208	*	*	*
HEALTH SCIENCES	2	18	27000	24736	*	*	*	3	48	33000	23561	*	*	*
NURSING	1	161	26000	30448	*	*	*	1	294	26000	31094	*	*	*
PHARMACY	1	40	47000	43709	*	*	*	11	117	38242	43108	*	*	*
SCIENCES														
ACTUARIAL	+	28	+	33168				+	52	+	33188			
ARCHITECTURAL & ENVIRONME	1	13	19444	23697	*	*	*	12	49	21495	23676	*	*	*
BIOLOGICAL SCIENCES	2	42	13750	20796	*	*	*	7	101	17581	21558	*	*	*
CHEMISTRY	+	23	+	24661				2	70	26175	28002	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	29200				4	10	33250	28216	*	*	*
MATHEMATICS	2	76	18800	27025	*	*	*	7	166	26941	26524	*	*	*
PHYSICS	1	7	24000	32701	*	*	*	2	17	22000	26835	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				4	15	21799	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	358	5491						1675	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	12	360	$24880	$27634	*	*	*	185	2301	$26155	$28238	$31000	$26500	$21000
ACCOUNTING (PRIVATE)	19	234	20848	25340	*	*	*	63	818	23620	25847	30000	22717	18000
COMMERCIAL BANKING (CONSU	5	90	18047	22225	*	*	*	9	207	20637	23129	*	*	*
COMMERCIAL BANKING (LENDI	1	53	14400	23544	*	*	*	2	235	19200	25515	*	*	*
INVESTMENT BANKING (CORP	+	45	+	29089				1	87	36000	29374	*	*	*
INVESTMENT BANKING (MERG	+	5	+	28900				+	15	+	31100			
INVESTMENT BANKING (REAL	+	2	+	17480				1	14	18000	21707	*	*	*
INVESTMENT BANKING (SALE	1	9	13000	18667	*	*	*	1	46	13000	27490	*	*	*
FINANCIAL/TREASURY ANALYS	14	164	22257	28784	*	*	*	54	487	24552	28396	30000	24000	18000
PORTFOLIO MANAGEMENT / BR	1	31	16500	25039	*	*	*	4	84	24625	24372	*	*	*
UNDERWRITING	1	44	24000	26546	*	*	*	3	136	31067	25447	*	*	*
INSURANCE - CLAIMS	+	52	+	24654				7	132	24042	23556	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	18916				+	49	+	20479			
MEDIA PLANNING	+	16	+	21531				+	38	+	21403			
REPORTING	1	12	16000	18000	*	*	*	4	37	15250	18023	*	*	*
COMMUNICATIONS-PRODUCTION	1	27	24000	21806	*	*	*	3	60	22167	21770	*	*	*
PUBLIC RELATIONS	5	43	17800	20492	*	*	*	8	96	18475	20980	*	*	*
WRITING / EDITING	2	22	13110	20705	*	*	*	4	54	12005	21496	*	*	*
MARKETING														
ADVERTISING	+	30	+	21370				5	67	17100	21732	*	*	*
BRAND/PRODUCT MANAGEMENT	22	76	20231	24168	$24000	$20400	$15600	27	179	21022	24948	24000	21492	15600
BUYER/MERCHANDISING	5	49	19380	24533	*	*	*	10	288	20940	24540	*	*	*
DISTRIBUTION	1	30	19200	26130	*	*	*	5	86	28239	26777	*	*	*
MARKET RESEARCH	1	41	13000	24764	*	*	*	7	102	29358	25012	*	*	*
PURCHASING	1	11	28800	27742	*	*	*	2	24	28800	25925	*	*	*
SALES	17	393	20739	25536	*	*	*	140	1282	25193	25606	33000	25000	17000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	24	27000	20832	*	*	*	5	69	24773	21499	*	*	*
GOV'T-FINANCE, TAXATION,	2	32	27500	25281	*	*	*	10	111	25297	25020	*	*	*
ECONOMIC PROGRAMS	2	7	21800	24086	*	*	*	3	19	23241	22261	*	*	*
LAW ENFORCEMENT	1	31	23000	24446	*	*	*	2	66	23000	24306	*	*	*
MILITARY	+	21	+	24328				6	74	29999	24755	*	*	*
NATIONAL SECURITY	+	1	+	26788				+	6	+	29265			
URBAN / REGIONAL PLANNING	1	10	20000	22070	*	*	*	3	28	31667	24988	*	*	*
ENGINEERING														
BIOENGINEERING	+	6	+	30816				2	11	38000	30809	*	*	*
DESIGN / CONSTRUCT	25	148	28330	30765	33300	28000	24000	140	790	29223	30842	35400	29000	24000
ENVIRONMENTAL/SANITATION	6	25	30865	31172	*	*	*	30	137	31215	31309	38100	30180	25000
MANUFACTURING/INDUSTRIAL	4	147	32812	34296	*	*	*	30	741	31832	34705	38160	32200	25000
SYSTEMS / PROGRAMMING	3	50	34487	33590	*	*	*	20	217	32864	32984	40000	34500	27000
POWER SYSTEMS	2	40	32650	34296	*	*	*	12	170	34593	34227	*	*	*
SOFTWARE DESIGN & DEVELOP	5	98	33559	34613	*	*	*	24	317	32372	34226	39600	33250	27498
HARDWARE DESIGN & DEVELOP	2	41	35000	36468	*	*	*	9	235	32733	35844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	55	$26243	$34734	*	*	*	20	197	$29025	$34850	$36240	$28800	$20400
TESTING	2	33	29000	31180	*	*	*	13	114	30826	32535	*	*	*
PROCESS ENGINEERING	8	97	30988	37457	*	*	*	61	515	37914	38874	42300	40200	32000
PROJECT ENGINEERING	18	133	31566	33755	*	*	*	145	544	34067	34400	40000	34250	28000
OTHER ENGINEERING	8	505	33058	33715	*	*	*	78	1547	33852	33811	39500	35000	28500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	23	+	25666				1	50	23000	23546	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23400				+	3	+	24490			
MEDICAL TECHNOLOGY	1	15	24000	26272	*	*	*	1	35	24000	25471	*	*	*
NURSES / PERSONAL CARE	1	164	26000	30213	*	*	*	3	302	31733	30843	*	*	*
OCCUPATIONAL THERAPY	+	17	+	34976				1	28	12000	32077	*	*	*
PHARMACIST	1	40	47000	43284	*	*	*	11	118	38242	42887	*	*	*
PHYSICAL THERAPY	2	2	21750	21750	*	*	*	6	15	30583	24025	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	2	47	29000	24323	*	*	*	2	117	29000	22698	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	2	21	18752	20045	*	*	*	6	70	21934	19871	*	*	*
COUNSELING	3	34	15833	17829	*	*	*	5	103	17899	18975	*	*	*
FUNDRAISING / DEVELOPMENT	+	13	+	17299				1	25	15000	16218	*	*	*
SOCIAL WORK	11	24	20833	19194	*	*	*	14	67	20779	19092	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	11	173	26811	30342	*	*	*	52	616	27767	29542	34740	28750	20796
INFORMATION SYSTEMS	12	105	23893	29842	*	*	*	34	407	28374	30227	35040	28500	20000
SYSTEMS ANALYSIS & DESIGN	1	93	38000	31425	*	*	*	36	338	31191	31156	35220	30998	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	34	27000	32462	*	*	*	1	68	27000	31809	*	*	*
AGRICULTUR/NATURAL RESOU	1	22	22000	22919	*	*	*	11	79	19543	21397	*	*	*
ARCHITECTURE	1	4	19444	19611	*	*	*	11	22	20722	21097	*	*	*
CONSULTING	2	209	27000	30880	*	*	*	30	828	30243	30956	36000	30000	22880
HUMAN RESOURCES	4	46	24000	22682	*	*	*	7	115	24786	23366	*	*	*
MANAGEMENT TRAINEE	28	569	20533	23495	$27600	$21000	$11520	172	1683	23102	23427	30000	23000	16200
MATH/STATISTICIANS	+	8	+	28881				+	20	+	26652			
PARALEGAL	2	29	19800	22441	*	*	*	2	49	19800	21967	*	*	*
RESEARCH - NONTECHNICAL	+	8	+	27913				+	23	+	24153			
RESEARCH - TECHNICAL	1	20	22717	24691	*	*	*	3	58	26906	26392	*	*	*
TEACHING	64	418	19842	20172	22600	19600	15400	107	856	19933	20270	23000	19962	15400
TOTALS	358	5491						1675	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	6	44	$29250	$29819	*	*	*	25	144	$27944	$30284	$32000	$28000	$23500
MBA--NON-TECH	21	190	33386	36204	$42000	$32400	$27996	104	600	32975	36513	42000	33000	24000
MBA--TECH	1	37	28000	38984	*	*	*	4	106	28125	40980	*	*	*
MS-BUSINESS	+	15	+	45389				+	22	+	41652			
ECONOMICS & FINANCE (BANK	1	13	29328	35993	*	*	*	1	36	29328	35275	*	*	*
HUMAN RESOURCES (INCL LAB	+	4	+	32125				2	19	23500	30837	*	*	*
MANAGEMENT INFORMATION SY	1	3	36000	32100	*	*	*	1	20	36000	36155	*	*	*
MARKETING/MKTNG MGT (RESE	+	10	+	42300				2	22	26400	40104	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	2	3	16000	14850	*	*	*	2	5	16000	19270	*	*	*
JOURNALISM	+	1	+	30000				+	4	+	25250			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	32616				1	34	40000	30581	*	*	*
ELEMENTARY EDUCATION	3	23	19500	22360	*	*	*	3	50	19500	25222	*	*	*
PHYSICAL EDUCATION	+	4	+	25750				+	6	+	23833			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	1	9	22000	25743	*	*	*	1	16	22000	26236	*	*	*
HUMANITIES														
HUMANITIES - OTHER	1	11	30000	26477	*	*	*	1	19	30000	27419	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	10	+	34111				2	20	27250	33821	*	*	*
SOCIAL SCIENCES - OTHER	+	15	+	26102				+	23	+	26893			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	20	+	38108				+	32	+	39757			
AGRICULTURAL	+	+	+	+				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	1	+	37020				+	3	+	37673			
CHEMICAL	+	5	+	39859				4	34	43250	40874	*	*	*
CIVIL	5	63	29040	35195	*	*	*	15	136	31878	34606	*	*	*
COMPUTER	+	11	+	37991				2	47	43400	39161	*	*	*
ELECTRICAL/ELECTRONIC	10	100	37010	41865	*	*	*	28	335	39555	41291	43440	40000	36000
INDUSTRIAL	2	37	45600	41402	*	*	*	2	81	45600	40259	*	*	*
MECHANICAL	+	97	+	40155				1	272	38000	40457	*	*	*
METALLURGICAL	+	4	+	32275				1	8	40000	34575	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	1	+	$30000				+	1	+	$30000			
NUCLEAR	+	3	+	43007				+	6	+	43170			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	23	+	30315				+	26	+	31201			
HEALTH SCIENCES	3	20	$26060	26074	*	*	*	3	33	$26060	27848	*	*	*
NURSING	+	8	+	31313				+	13	+	34513			
SCIENCES														
AGRICULTURAL & NATL RESOU	2	4	28800	32176	*	*	*	3	6	28200	30451	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	39000				+	3	+	39000			
BIOLOGICAL	+	2	+	33800				+	4	+	30650			
CHEMISTRY	1	10	30000	37640	*	*	*	3	26	31500	35690	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	75	55000	42867	*	*	*	11	169	39545	40115	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	3	7	36720	33594	*	*	*	10	17	36966	35480	*	*	*
MATHEMATICS (INCL ACTUARI	1	8	27600	31848	*	*	*	1	25	27600	33183	*	*	*
PHYSICS	2	2	30000	30000	*	*	*	2	5	30000	31800	*	*	*
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	67	912						235	2435					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	4	77	$38565	$41076	*	*	*	30	267	$34232	$44326	$42000	$33500	$28000
MBA--TECH	1	12	30000	47563	*	*	*	1	65	30000	52278	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	3	173	45500	46524	*	*	*	32	496	40169	49165	48000	37750	30000
MBA--TECH	6	41	39058	47126	*	*	*	6	184	39058	54286	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	9	120	43000	46465	*	*	*	69	418	44517	50637	60700	42500	32000
MBA--TECH	14	72	49875	53198	*	*	*	14	202	49875	56040	*	*	*
TOTALS	37	495						152	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	2	+	$42900				+	3	+	$43600			
COMPUTER & INFOR SCIENCES	+	17	+	57601				+	35	+	56513			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	1	16	$47000	49419	*	*	*	2	30	$48000	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	2	8	42500	32556	*	*	*	2	9	42500	31494	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	6	7	29417	30357	*	*	*	7	11	30457	32291	*	*	*
SOCIOLOGY	2	2	37500	37500	*	*	*	3	5	33000	33773	*	*	*
SOCIAL SCIENCES	+	1	+	33360				2	3	30000	31120	*	*	*
ENGINEERING														
AEROSPACE	+	3	+	54667				+	3	+	54667			
CHEMICAL	+	3	+	58753				3	50	54667	55078	*	*	*
CIVIL	+	6	+	45029				1	10	36000	48268	*	*	*
COMPUTER	+	4	+	42125				+	14	+	53912			
ELECTRICAL/ELECTRONIC	+	34	+	57785				2	80	49000	57076	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	20	+	57678				+	47	+	54217			
METALLURGICAL	+	5	+	46748				+	20	+	49425			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	46000				+	8	+	36250			
BIOLOGICAL	1	3	35000	33333	*	*	*	1	4	35000	34500	*	*	*
CHEMISTRY	+	10	+	49594				+	41	+	50933			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				3	4	46017	42763	*	*	*
MATHEMATICS	+	5	+	33400				+	6	+	39500			
PHYSICS	+	1	+	41000				+	8	+	50600			
POLYMER	+	1	+	51600				+	4	+	55035			
TOTALS	12	150						26	396					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	26460 180 39700/21600			17947 3		30688 8	31320 1	23000 1	19200 1
BUSINESS ADMINISTRATION	18250 4	16200 3		22501 6		30000 1	27000 1	27000 2	
ECONOMICS & FINANCE	28500 1			20850 4	19167 3	27500 2	27000 2	27000 1	
HOTEL/RESTAURANT MGMT.								19500 1	
MANAGEMENT INFO SYSTEMS	30000 1						31309 11		
MARKETING/MARKETING MANAG		18000 1		22750 2		22333 6	27798 5	25850 2	
COMMUNICATIONS		16250 2		24500 1		17840 3			
JOURNALISM						10800 1			
TELECOMMUNICATIONS/BROADC						17500 1			
ELEMENTARY EDUCATION	23500 1								
TEXTILES & CLOTHING				10000 1					
FOREIGN LANGUAGES							18000 1		
LETTERS (incl. English)						16000 1			
POLITICAL SCIENCE/GOVT							12000 1		
AGRICULTURAL ENGINEERING									25000 1
ARCHITECTURAL ENGINEERING									27063 8
CHEMICAL ENGINEERING							37200 1	36186 7	40500 3
CIVIL ENGINEERING								29582 17	29021 38 38900/25000
COMPUTER ENGINEERING						33500 1	31500 3	18000 1	
ELECTRICAL/ELECTRONIC						32504 7	33780 8	32754 14	31800 4
INDUSTRIAL ENGINEERING	32000 1						33000 1	33000 5	31000 3
MECHANICAL ENGINEERING							27000 1	34223 12	31325 7
MINING (INCL GEOLOGICAL)								24000 1	28040 5

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
PETROLEUM ENGINEERING					36000 1				37530 4
ENGINEERING TECHNOLOGY							13680 1		29600 5
AGRIBUSINESS				24000 1					
NATURAL RESOURCES								13200 1	
COMPUTER SCIENCE				28667 3	34000 1	30550 2	27434 18	23000 1	31348 2
COMPUTER PROGRAMMING						31533 3			
INFORMATION SCIENCES	32400 1			27000 1		30000 1	26775 8	28750 4	
ARCHITECTURAL & ENVIRONME			20624 10						
GEOLOGY & GEOLOGICAL SCI									30000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	21490	8	26500	1							21571	7						
BUSINESS ADMINISTRATION	21716	12	24000	1	17005	4	26205	11	15600	1	21874 30000/18000	29						
ECONOMICS & FINANCE	24371	7	18380	4	24624	4	25991	7			23936	11						
HOTEL/RESTAURANT MGMT.					21231	6					26000	1						
HUMAN RESOURCES (incl. LA			16000	1							22375	4					20000	1
MANAGEMENT INFO SYSTEMS	24750	2									22600	5						
MARKETING/MARKETING MANAG	21058	6	22478	5			27542	12			22524 40000/16900	86	20500	1			25000	1
COMMUNICATIONS			10500	1	18500	1	24500	2			19920	10					23333	3
JOURNALISM											11000	1					12000	1
HUMAN ECOLOGY (HOME ECONO											13000	1						
TEXTILES & CLOTHING											19733	3						
LETTERS (incl. English)	30000	1															10920	1
HUMANITIES - OTHER											18000	1						
POLITICAL SCIENCE/GOVT									24000	1	18000	2						
PSYCHOLOGY					10000	1	28000	2			23350	2						
SOCIOLOGY							28000	3										
SOCIAL SCIENCES-OTHER			24000	1	14400	1												
CIVIL ENGINEERING							25200	1										
COMPUTER ENGINEERING											27200	3					25000	1
ELECTRICAL/ELECTRONIC	33000	1	27500	1							31060	3						
INDUSTRIAL ENGINEERING	32000	1									32375	4						
MECHANICAL ENGINEERING											29830	2						
COMPUTER SCIENCE	26280	4					24000	1										

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INFORMATION SCIENCES	26436 4			30298 5		26498 2			
HEALTH SCIENCES						20000 1			
PHARMACY						43000 4			
MATHEMATICS				44000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	21500 2		24000 4			24460 7	20623 4		20100 2
BUSINESS ADMINISTRATION	26000 1		21264 2	26100 2	26000 2	26117 6	25033 8	31733 3	24500 2
DISTRIBUTION MANAGEMENT		28500 1							
ECONOMICS & FINANCE			29000 2		13200 1	21080 3	23133 3		
HOTEL/RESTAURANT MGMT.						15600 1			
MANAGEMENT INFO SYSTEMS		31900 2					26076 2		
MARKETING/MARKETING MANAG			17700 2		22689 1	40000 1	27000 1		
COMMUNICATIONS			25000 1		19875 4	22000 1		12000 1	
JOURNALISM	22000 1								
ELEMENTARY EDUCATION					19639 49 34000/13600				23000 1
PRE-ELEMENTARY EDUCATION					18909 5				12000 1
PHYSICAL EDUCATION					21000 5				
SPECIAL EDUCATION					20550 12				
HUMAN ECOLOGY (HOME ECONO					22000 1			10000 1	
FOREIGN LANGUAGES					22150 3				
LETTERS (incl. English)					19366 11				
VISUAL & PERFORMING ARTS					18567 3				
HUMANITIES - OTHER					17250 1				
CRIMINAL JUSTICE							23000 1		
HISTORY					18400 1				
POLITICAL SCIENCE/GOVT					16508 2				
PSYCHOLOGY					20400 1	25515 2			18583 1
SOCIOLOGY					19156 1	19476 1	18888 1	24000 1	19000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIAL SCIENCES-OTHER					21245 2	20000 1	17333 3		
AGRICULTURAL ENGINEERING						31508 4			
CHEMICAL ENGINEERING		33600 1		40200 1		28769 6	34000 1		
CIVIL ENGINEERING		32000 1	28869 3	32448 3		31423 10	26639 31 36800/24000		
COMPUTER ENGINEERING			37000 1	27997 1					
ELECTRICAL/ELECTRONIC				33825 8		28961 10			
INDUSTRIAL ENGINEERING			39250 4	35000 1		42000 1			
MECHANICAL ENGINEERING		26200 2		33146 12		29383 6	30242 2		
NUCLEAR ENGINEERING							33500 1		
ENGINEERING TECHNOLOGY		24000 1				35000 1	23944 6		
INDUSTRIAL TECHNOLOGY			30000 1						
AGRIBUSINESS		27600 1	13500 1						
NATURAL RESOURCES						21327 4			
COMPUTER SCIENCE			39000 2		17460 1	25554 4			30000 1
COMPUTER PROGRAMMING		29998 2							
INFORMATION SCIENCES						22700 1			
ALLIED HEALTH		24000 1						31000 3	23900 2
HEALTH SCIENCES						34000 1		45000 1	
NURSING								26000 1	
PHARMACY								32973 5	44500 1
ARCHITECTURAL & ENVIRONME						30000 1	21700 1		
BIOLOGICAL SCIENCES					16300 2	22000 1	16232 2	21500 1	14500 1
CHEMISTRY					24000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
GEOLOGY & GEOLOGICAL SCI							35000 1		
MATHEMATICS					20918 5				
PHYSICS					20000 1	24000 1			
OTHER PHYSICAL & EARTH SC					23000 1	23196 1	20000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING			17000 1		26350 2	25499 3		22100 2	25700 3
BUSINESS ADMINISTRATION		22500 1				26500 2		24500 1	
ECONOMICS & FINANCE					25600 3	23000 2		24000 1	26000 1
HOTEL/RESTAURANT MGMT.				19000 1					
MANAGEMENT INFO SYSTEMS					34500 1				
MARKETING/MARKETING MANAG						27000 1	14000 1	24000 1	25250 2
COMMUNICATIONS			17850 2						
HUMAN ECOLOGY (HOME ECONO	15500 1								
LETTERS (incl. English)		20000 1							
PSYCHOLOGY			15997 1	17500 2					
SOCIOLOGY	18000 1								
SOCIAL SCIENCES-OTHER								26500 1	
ARCHITECTURAL ENGINEERING								25600 5	
CHEMICAL ENGINEERING						40333 9			39510 20 43000/35000
CIVIL ENGINEERING						26400 1	33000 1	29855 19	
COMPUTER ENGINEERING						31000 1			
ELECTRICAL/ELECTRONIC				35000 1	33570 6	29000 1	32333 3		37333 3
INDUSTRIAL ENGINEERING						30700 5	29000 2		
MECHANICAL ENGINEERING					31575 4	35000 1	31993 14	30526 7	35350 4
METALLURGICAL ENGINEERING									37000 2
PETROLEUM ENGINEERING							34200 1		
ENGINEERING TECHNOLOGY					30900 2	27900 2	30000 1	27057 7	
AGRIBUSINESS						19555 9			29000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
COMPUTER SCIENCE					29533 3				24000 1
COMPUTER PROGRAMMING					35000 1				
ALLIED HEALTH			12000 1						
PHARMACY									39300 1
CHEMISTRY									28350 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	22000	3	30000	4	18000	2							23500	1			28625	4
BUSINESS ADMINISTRATION			22167	3	24875	4									25000	1		
ECONOMICS & FINANCE	30675	4			20600	2			21000	2							30820	5
HUMAN RESOURCES (incl. LA					27550	2												
MARKETING/MARKETING MANAG	18000	1			25757	14									22500	2		
POLITICAL SCIENCE/GOVT	25000	1																
AEROSPACE & AERONAUTICAL	35310	2																
CHEMICAL ENGINEERING	36260	5	37250	4	39167	3			35520	1	32030	4			42600	1	42453	13
CIVIL ENGINEERING			32000	4							28625	4					30600	2
COMPUTER ENGINEERING	33624	4	27588	5													40500	1
ELECTRICAL/ELECTRONIC	35196	12	35320 32 45000/31200				38000	2	33000	1	35100	1					35734	10
INDUSTRIAL ENGINEERING	32944	2	33400	2	31500	1			23000	1			27600	1				
MECHANICAL ENGINEERING	32837	7	34756	9					34250	4	36500	2					35842	19
METALLURGICAL ENGINEERING			36700	2					35438	8								
MINING (INCL GEOLOGICAL)											32943	7						
NUCLEAR ENGINEERING			34200	1														
PETROLEUM ENGINEERING																	39358	10
ENGINEERING TECHNOLOGY	29000	1	27250	2														
NATURAL RESOURCES															21000	2		
COMPUTER SCIENCE	35015	4	32672	5														
COMPUTER PROGRAMMING	40000	2																
INFORMATION SCIENCES	35580	2																
GEOLOGY & GEOLOGICAL SCI											32000	1					36000	1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MATHEMATICS									40000 1
OTHER PHYSICAL & EARTH SC						21000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING												22640	5
BUSINESS ADMINISTRATION	18000	2						18600	1	22000	1	24781	5
ECONOMICS & FINANCE												21450	4
HOTEL/RESTAURANT MGMT.										28000	1		
MANAGEMENT INFO SYSTEMS												22500	1
MARKETING/MARKETING MANAG	17000	1								24000	2	23300	8
ADVERTISING												23000	1
COMMUNICATIONS								17500	1				
CHEMICAL ENGINEERING										40000	6	39767	3
CIVIL ENGINEERING				27996	1								
ELECTRICAL/ELECTRONIC										36320	3	31776	5
INDUSTRIAL ENGINEERING										34000	1	30300	2
MECHANICAL ENGINEERING				32000	1	25000	1			37175	4	33193	7
METALLURGICAL ENGINEERING										40800	1		
ENGINEERING TECHNOLOGY												16640	1
COMPUTER SCIENCE												25740	2
COMPUTER PROGRAMMING												34000	2
INFORMATION SCIENCES												31333	3

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	26299 187 39700/21000	16517 6		20720 17	19167 3	24449 23 44000/16000	28441 22 36000/24000	25029 7	19200 1
BACHELOR - TECHNICAL	32200 2		20624 10	27400 5	35000 2	31909 14	28869 41 37200/20000	31486 63 41500/26040	30078 81 42000/24500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22471 36 53000/15849	20494 14	19812 17	26749 37 60000/20000	19800 2	22070 163 40000/16800	20500 1		19703 7
BACHELOR - TECHNICAL	27587 10	27500 1		30586 8		32049 19			25000 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	22750 4	30767 3	23357 11	26100 2	19845 105 44500/14700	24316 23 40000/19476	22834 23 36000/16064	23533 6	20223 8
BACHELOR - TECHNICAL		28177 9	33509 12	33419 26 40400/28080	20150 11	28831 52 48000/22000	26231 46 42984/23304	31851 11	27360 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	16750 2	21250 2	17174 4	18000 3	27333 6	25312 8	14000 1	23867 6	25600 6
BACHELOR - TECHNICAL			12000 1	35000 1	32070 16	29990 29 41000/18000	31823 22 38500/28000	28903 38 45000/24000	37522 33 43000/31000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25744 9	26643 7	24683 24 35000/18000		21000 2		23500 1	23333 3	29844 9
BACHELOR - TECHNICAL	34750 41 43500/30600	34094 66 45000/28500	37250 4	38000 2	34135 15	31716 20 41000/24000	27600 1	28200 3	37921 57 47000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	17667 3				18050 2	24500 4	
BACHELOR - TECHNICAL			29998 2	25000 1		38164 15	

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT		ADVERTISING		ARCHITECTURAL		BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SOFTW		CONSULTING SER		ENGINEERING /	
MBA--NON-TECH	31630	2	30525	8			30333	3			33900	5	34500	2	29500	2	27000	1
MBA--TECH																		

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
MBA--NON-TECH	31700	5	28067	3			34500	2			33500	4						
MBA--TECH	24000	1																

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SERVICE	
MBA--NON-TECH	30000	1	24000	1			18000	1	27998	2	27000	1	30000	2	17600	2	35633	3
MBA--TECH											26850	2						

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SERVICE		OTHER NONPROFI		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATER		CHEMICALS, DRU	
MBA--NON-TECH					31300	2					37000	2	30667	3	35500	2	40073	11
MBA--TECH																		

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
MBA--NON-TECH	37000	2	33500	6	39000	7	31250	2							35700	2		
MBA--TECH	34800	1																

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
MBA--NON-TECH									34000	1			31950	14
MBA--TECH														

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	26398 180 39700/21000	24819 48 44000/19000	14240 1				18000 1		24233 14
BUSINESS ADMINISTRATION	15875 4	20691 8	23498 2						24000 9
ECONOMICS & FINANCE		20067 3	23000 3	14400 1				13000 1	25714 22 53000/19000
MARKETING/MARKETING MANAG		20000 1	22750 2						19950 3
COMMUNICATIONS		24500 1							24500 2
ELEMENTARY EDUCATION	23500 1								
TEXTILES & CLOTHING			10000 1						
LETTERS (incl. English)									25000 2
PSYCHOLOGY									18000 1
SOCIAL SCIENCES-OTHER		13000 1							
PETROLEUM ENGINEERING					36000 1				
AGRIBUSINESS		13500 1		24000 1					
COMPUTER SCIENCE									28000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION	27000 1	25200 1	22265 4					18600 1	
ECONOMICS & FINANCE	16500 1	24000 1	25620 2						
MARKETING/MARKETING MANAG	27500 2		27996 1						
COMMUNICATIONS						16500 2	24500 2	17867 6	11520 1
JOURNALISM						12000 1		22000 1	10900 2
TELECOMMUNICATIONS/BROADC							17500 1		
LETTERS (incl. English)						16000 1			14700 1
MATHEMATICS		44000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			19500 1	19200 1			22100 2		25802 4
BUSINESS ADMINISTRATION	12000 1	21665 6	24000 2	32250 2			26307 15	24750 2	23691 4
DISTRIBUTION MANAGEMENT					28500 1				
ECONOMICS & FINANCE		21625 4	18200 1		29004 1	28800 2	25889 9	17500 1	
HOTEL/RESTAURANT MGMT.		19873 4					22750 2		
MANAGEMENT INFO SYSTEMS							20750 2		
MARKETING/MARKETING MANAG		21029 7	21500 3	39996 1			24020 78 40000/16900		
ADVERTISING	23000 1								
COMMUNICATIONS	16250 2	29000 1	24000 1	17500 1	15500 2		22375 4		
HUMAN ECOLOGY (HOME ECONO							13000 1		
TEXTILES & CLOTHING			17600 2						
LETTERS (incl. English)							10920 1		
POLITICAL SCIENCE/GOVT							18500 2		
PSYCHOLOGY		19200 1					27833 3	33030 1	
SOCIOLOGY							28000 3		
SOCIAL SCIENCES-OTHER									13000 1
CHEMICAL ENGINEERING								23835 1	
CIVIL ENGINEERING							33000 1		
COMPUTER ENGINEERING							25000 1		
ELECTRICAL/ELECTRONIC							33167 7		
INDUSTRIAL ENGINEERING					39000 3				42000 1
MECHANICAL ENGINEERING		19800 1					32594 6		
ENGINEERING TECHNOLOGY		22800 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
AGRIBUSINESS	18000 1	16800 2					29000 1		
INFORMATION SCIENCES							30998 2		

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION		23000 1	27399 2						23500 1
ECONOMICS & FINANCE	23241 3								
MARKETING/MARKETING MANAG			40000 1						
CRIMINAL JUSTICE		23000 1							
SOCIAL SCIENCES-OTHER					20000 1				
AGRICULTURAL ENGINEERING							28167 3	29530 1	
ARCHITECTURAL ENGINEERING							27000 8		
CHEMICAL ENGINEERING						41000 1	38750 4	36799 6	40000 2
CIVIL ENGINEERING							27530 64 37764/24000	30655 13	
ELECTRICAL/ELECTRONIC						35000 1	33379 16		33544 5
INDUSTRIAL ENGINEERING							30500 2	29250 2	29749 8
MECHANICAL ENGINEERING			31000 2		40000 1		32083 20 38500/25500	30150 4	33596 10
METALLURGICAL ENGINEERING							36500 1		34800 1
MINING (INCL GEOLOGICAL)							34500 2	27000 2	
NUCLEAR ENGINEERING								33500 1	
ENGINEERING TECHNOLOGY							26578 20 33800/23304		23320 2
CHEMISTRY									28350 1
GEOLOGY & GEOLOGICAL SCI					35000 1				
OTHER PHYSICAL & EARTH SC			23196 1					21000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION					14400 1	36000 1			12000 1
ECONOMICS & FINANCE			35000 1						
AEROSPACE & AERONAUTICAL	35310 2								
AGRICULTURAL ENGINEERING									37000 1
ARCHITECTURAL ENGINEERING								25700 5	
CHEMICAL ENGINEERING				35000 2	38150 2		38774 52 47000/34000	39440 5	38497 8
CIVIL ENGINEERING					25851 3	28130 5	28200 1	30194 31 38900/28000	30252 9
COMPUTER ENGINEERING	31142 7		26535 4	31999 3		32000 1			
ELECTRICAL/ELECTRONIC	32852 5	33765 8	34182 6	33533 3	34648 5	35000 1	35000 2	34931 26 42000/30000	33893 35 45000/28500
INDUSTRIAL ENGINEERING					33000 1	33000 1		32950 4	35667 3
MECHANICAL ENGINEERING	34800 3	36933 3	33300 2		21725 4	33042 2	37600 3	35225 41 42000/32000	34474 16
METALLURGICAL ENGINEERING							30760 2	37653 9	
MINING (INCL GEOLOGICAL)							24000 1	29550 4	31600 3
NUCLEAR ENGINEERING		34200 1							
PETROLEUM ENGINEERING								38527 15	
ENGINEERING TECHNOLOGY					35000 1	29000 2		30400 2	
AGRIBUSINESS					27600 1				
COMPUTER SCIENCE	33000 1		31137 8	28000 1					
COMPUTER PROGRAMMING			38333 3		35000 1			-	35800 2
INFORMATION SCIENCES	27000 1								
BIOLOGICAL SCIENCES					21500 1				
GEOLOGY & GEOLOGICAL SCI								32667 3	
MATHEMATICS	40000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23000 1			34600 2					
SPECIAL EDUCATION									24000 1
ALLIED HEALTH			24000 1		12000 1		31000 4		
HEALTH SCIENCES							45000 1		34000 1
NURSING				26000 1					
PHARMACY						38242 11			
BIOLOGICAL SCIENCES							14500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING				19200 1			33360 1		
BUSINESS ADMINISTRATION	20004 1	26000 1		21000 2		25833 3	23500 1	27000 1	
ECONOMICS & FINANCE				23600 3	29000 1		30996 1		
MANAGEMENT INFO SYSTEMS					27075 6	30667 6	31200 7		
MARKETING/MARKETING MANAG							27000 1		
COMMUNICATIONS	17500 1								
HUMAN ECOLOGY (HOME ECONO	15500 1	10000 1							
TEXTILES & CLOTHING				24000 1					
FOREIGN LANGUAGES					18000 1				
LETTERS (incl. English)		17500 1							
PSYCHOLOGY		17999 2	15000 1	18583 1					
SOCIOLOGY	19000 1			19904 5					
SOCIAL SCIENCES-OTHER	26000 1								
COMPUTER ENGINEERING					27000 2		32600 4		
ELECTRICAL/ELECTRONIC					34350 4	32020 4	33000 1		
INDUSTRIAL ENGINEERING							33000 1		
MECHANICAL ENGINEERING	33600 1								
ENGINEERING TECHNOLOGY						13680 1			
INDUSTRIAL TECHNOLOGY							30000 1		
NATURAL RESOURCES									20072 7
COMPUTER SCIENCE					27094 21 35940/20796	27601 15	35333 6		
COMPUTER PROGRAMMING					30333 3		24996 1		
INFORMATION SCIENCES					27419 12	29488 5	29656 11		

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ALLIED HEALTH				16800 1					
ARCHITECTURAL & ENVIRONME					30000 1				
BIOLOGICAL SCIENCES									18155 3
PHYSICS					24000 1				
OTHER PHYSICAL & EARTH SC									20000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				21100 5					
BUSINESS ADMINISTRATION		27000 1	24000 1	22107 38 40000/16000		15600 1			
ECONOMICS & FINANCE		27000 1		23372 17					
HOTEL/RESTAURANT MGMT.		19000 1		22873 4					
HUMAN RESOURCES (incl. LA			23000 2	22433 6					
MANAGEMENT INFO SYSTEMS		30000 1		19250 2				35000 1	
MARKETING/MARKETING MANAG		23233 3	20500 1	22369 60 32000/17000					22689 1
COMMUNICATIONS			19000 2	16550 4					30000 1
ELEMENTARY EDUCATION									19707 50 34000/13600
PRE-ELEMENTARY EDUCATION									17758 6
PHYSICAL EDUCATION									21000 5
SPECIAL EDUCATION									20237 11
HUMAN ECOLOGY (HOME ECONO									22000 1
FOREIGN LANGUAGES									22150 3
LETTERS (incl. English)									20092 9
VISUAL & PERFORMING ARTS									18567 3
HUMANITIES - OTHER				18000 1					17250 1
HISTORY									18400 1
POLITICAL SCIENCE/GOVT				18000 2		24000 1			16508 2
PSYCHOLOGY				10000 1					20400 1
SOCIAL SCIENCES-OTHER				21633 3					21245 2
CHEMICAL ENGINEERING				39900 5				23000 1	
CIVIL ENGINEERING		31513 8	45000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ELECTRICAL/ELECTRONIC		31000 6		27500 1					
INDUSTRIAL ENGINEERING		32800 5		31586 7					
MECHANICAL ENGINEERING		33120 4		22900 5					
MINING (INCL GEOLOGICAL)				34800 1					
ENGINEERING TECHNOLOGY				33000 1					
AGRIBUSINESS				20733 6					
COMPUTER SCIENCE				29100 1				22717 1	
INFORMATION SCIENCES				25000 1					
HEALTH SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME	20722 11								
BIOLOGICAL SCIENCES									16300 2
CHEMISTRY									24000 1
MATHEMATICS									20918 5
PHYSICS									20000 1
OTHER PHYSICAL & EARTH SC									23000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26155 185 39700/21000	23783 62 44000/18000	20637 9	14400 1			18000 1	13000 1	24487 53 53000/18000
BACHELOR - TECHNICAL		13500 1		24000 1	36000 1				28000 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	24625 4	24600 2	24042 7			15250 4	22167 3	18475 8	12005 4
BACHELOR - TECHNICAL		44000 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	16875 4	21365 23 29000/18000	20940 10	28239 5	22126 4	28800 2	24183 122 60000/16900	25008 4	23441 9
BACHELOR - TECHNICAL	18000 1	19050 4			39000 3		32041 18	23835 1	42000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23241 3	23000 2	31599 3		20000 1				23500 1
BACHELOR - TECHNICAL			28399 3		37500 2	38000 2	29223 140 42000/24000	31215 30 40992/25000	32119 29 41000/27600

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			35000 1		14400 1	36000 1			
BACHELOR - TECHNICAL	32864 20 43500/27000	34593 12	32258 23 40000/27498	32733 9	29794 19	30395 12	37914 61 47000/32000	34067 145 45000/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	23000 1			34600 2					
BACHELOR - TECHNICAL			24000 1	26000 1	12000 1	38242 11	30583 6		

AVERAGE SALARY OFFERS SEPTEMBER 1993 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	19601 5	17899 5	15000 1	21085 13	26182 8	29056 9	30296 11	27000 1	
BACHELOR - TECHNICAL	33600 1			16800 1	28055 44 35940/20796	28129 25 37800/20000	31585 25 39600/28000		19543 11

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		24671 7	21417 6	21991 143 40000/16000		19800 2		35000 1	19883 97 44500/15400
BACHELOR - TECHNICAL	20722 11	31938 23 48000/27000	45000 1	28583 29 41500/20000				22859 2	20419 10

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Troy State University - Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Polytechnic Institute & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1993, through February 10, 1993) and cumulatively (September 1, 1992, and February 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	37	216	$25430	$27905	$32000	$26500	$18852	79	740	$24796	$27151	$31000	$26000	$18852
BUSINESS ADMIN (INCL MGMT	26	62	22261	24497	27789	22150	16000	42	199	21902	23231	27789	22000	16000
DISTRIBUTION MANAGEMENT	+	+	+	+				+	7	+	28271			
ECONOM & FINANCE (BANKING	16	38	21307	24590	*	*	*	22	131	22909	25043	25500	22500	17500
HOTEL/RESTAURANT MGMT.	2	2	20892	20892	*	*	*	2	14	20892	20147	*	*	*
HUMAN RSRCS (incl LABOR R	1	3	21000	39000	*	*	*	3	11	20667	26617	*	*	*
MANAGEMENT INFO SYSTEMS	1	12	13000	28208	*	*	*	10	72	26278	28631	*	*	*
MARKETING/MARK MGMT (RESR	26	42	25785	25532	35000	24000	20000	48	198	24900	24357	32000	24000	19240
REAL ESTATE	1	1	16600	16600	*	*	*	2	12	17143	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	2	3	22500	26333	*	*	*	8	14	20563	23129	*	*	*
COMMUNICATIONS	3	10	21827	22628	*	*	*	8	42	22060	22004	*	*	*
JOURNALISM	1	3	15000	18267	*	*	*	5	8	17700	18538	*	*	*
TELECOMMUN/BROADCASTING	2	2	23250	23250	*	*	*	2	7	23250	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	17	26	17861	19256	*	*	*	26	117	18489	20746	21000	18450	17975
PRE-ELEMENTARY EDUCATION	2	2	21341	21341	*	*	*	6	14	16758	16200	*	*	*
PHYSICAL EDUCATION	2	3	16750	18500	*	*	*	2	9	16750	22145	*	*	*
SPECIAL EDUCATION	8	9	22965	22802	*	*	*	9	19	22413	22177	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	1	13000	13000	*	*	*	3	14	17167	19584	*	*	*
TEXTILES & CLOTHING	+	+	+	+				+	2	+	17033			
MERCHANDISING MANAGEMENT	2	2	18000	18000	*	*	*	2	5	18000	19400	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	3	24000	21822	*	*	*
LETTERS (incl English, Li	2	5	15500	20960	*	*	*	7	24	18218	20222	*	*	*
VISUAL & PERFORMING ARTS	4	5	22275	21420	*	*	*	6	20	21933	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				2	8	19180	22101	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	3	27250	24467	*	*	*	4	10	24500	22570	*	*	*
HISTORY	3	4	24417	22213	*	*	*	4	15	22938	21334	*	*	*
POLITICAL SCIENCE/GOVT	5	10	22232	23236	*	*	*	7	19	21274	23122	*	*	*
PSYCHOLOGY	5	6	25900	25917	*	*	*	9	24	23489	21404	*	*	*
SOCIOLOGY	1	2	18084	21042	*	*	*	3	12	18723	18990	*	*	*
SOCIAL SCIENCES-OTHER	6	10	20227	20926	*	*	*	8	32	20420	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	34400				+	14	+	31990			
AGRICULTURAL	+	+	+	+				+	4	+	33400			
ARCHITECTURAL	+	+	+	+				+	2	+	25000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	23500			
CHEMICAL	11	56	40678	40400	*	*	*	14	151	40683	39522	*	*	*
CIVIL	4	21	33200	29762	*	*	*	9	135	28159	29188	*	*	*
COMPUTER	+	31	+	31934				3	81	30667	32911	*	*	*
ELECTRICAL/ELECTRONIC	16	61	29933	33977	*	*	*	25	290	29548	33938	35760	32000	21840

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL	3	35	$30660	$31865	*	*	*	3	85	$30660	33041	*	*	*
MECHANICAL	12	78	33763	34241	*	*	*	17	293	33435	34256	*	*	*
METALLURGICAL	1	5	31464	34193	*	*	*	1	20	31464	34221	*	*	
MINING (INCL GEOLOGICAL)	+	+	+	+				+	11	+	32735			
NUCLEAR	+	+	+	+				+	2	+	34000			
PETROLEUM	+	+	+	+				+	12	+	39183			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	1	+	36000				1	14	26000	31071	*	*	*
INDUSTRIAL TECHNOLOGY	1	1	28000	28000	*	*	*	1	2	28000	27750	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	2	21000	19500	*	*	*	1	6	21000	21599	*	*	*
ANIMAL SCIENCES	+	4	+	24025				1	9	17600	21966	*	*	*
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	+	1	+	18000				+	3	+	22000			
OTHER AGRICULTURAL SCIENC	4	5	17750	18700	*	*	*	4	9	17750	20889	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	13	57	26696	30305	*	*	*	16	122	28165	30772	*	*	*
COMPUTER PROGRAMMING	1	2	30000	27750	*	*	*	2	4	30332	27790	*	*	*
INFORMATION SCIENCES & SY	+	8	+	30175				6	43	26211	28231	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	3	4	27967	29185	*	*	*	4	7	25975	28855	*	*	*
HEALTH SCIENCES	2	3	16000	16600	*	*	*	4	9	19017	18997	*	*	*
NURSING	2	3	23070	25447	*	*	*	2	11	23070	30895	*	*	*
PHARMACY	4	5	45000	45400	*	*	*	29	32	43970	44004	$46500	$46000	$40000
SCIENCES														
ACTUARIAL	+	+	+	+				+	1	+	36000			
ARCHITECTURAL & ENVIRONME	+	1	+	33280				1	5	27000	22296	*	*	*
BIOLOGICAL	2	5	19000	21320	*	*	*	2	12	19000	23649	*	*	*
CHEMISTRY	+	2	+	26250				1	11	35000	29785	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	2	21000	28000	*	*	*	1	4	21000	26240	*	*	*
MATHEMATICS	6	12	22379	25630	*	*	*	9	29	21289	23053	*	*	*
PHYSICS	+	2	+	22500				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	2	3	22000	22333	*	*	*	2	4	22000	21561	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	267	895						489	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	23	169	$28735	$28579	$32000	$27500	$26500	50	542	$27080	$27839	$32000	$27500	$22500
ACCOUNTING (PRIVATE)	17	46	20757	25231	*	*	*	28	173	21136	25346	26000	21000	12000
COMMERCIAL BANKING (CNSMR	10	12	20030	21750	*	*	*	12	26	20275	21515	*	*	*
COMMERCIAL BANKING (LENDG	+	1	+	20200				3	13	19000	24160	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				+	3	+	27667			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	36500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	6	+	20150			
INVESTMT BANKG (SALES & T	+	2	+	30000				+	4	+	24500			
FINANCIAL/TREASURY ANALYS	3	12	19667	26842	*	*	*	3	54	19667	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				+	11	+	23817			
UNDERWRITING	1	4	25380	23128	*	*	*	1	17	25380	22176	*	*	*
INSURANCE - CLAIMS	2	6	17500	21667	*	*	*	3	16	16167	22208	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	9	17500	31000	*	*	*	2	18	17500	25740	*	*	*
MEDIA PLANNING	+	1	+	19800				+	5	+	20060			
REPORTING	1	1	12480	12480	*	*	*	1	4	12480	18870	*	*	*
PRODUCTION	1	2	16500	22250	*	*	*	3	8	18500	23363	*	*	*
PUBLIC RELATIONS	1	1	18000	18000	*	*	*	4	11	18372	21235	*	*	*
WRITING / EDITING	+	1	+	18500				+	3	+	23933			
MARKETING														
ADVERTISING	1	2	31250	26125	*	*	*	3	12	25083	22546	*	*	*
BRAND/PRODUCT MANAGEMENT	6	8	22773	23330	*	*	*	6	31	22773	24861	*	*	*
BUYER/MERCHANDISING	3	5	25667	25900	*	*	*	4	34	25500	24575	*	*	*
DISTRIBUTION	1	1	24000	24000	*	*	*	1	8	24000	29312	*	*	*
MARKET RESEARCH	+	+	+	+				+	19	+	24100			
PURCHASING	1	1	21000	21000	*	*	*	1	2	21000	17700	*	*	*
SALES	18	41	25861	25629	*	*	*	44	173	25416	24529	35000	24500	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	1	24000	24000	*	*	*	2	4	20843	20047	*	*	*
FINANC,TAXA, MONETARY POL	2	2	17076	17076	*	*	*	7	22	19507	23334	*	*	*
ECONOMIC PROGRAMS	2	2	18453	18453	*	*	*	2	2	18453	18453	*	*	*
LAW ENFORCEMENT	2	4	27250	25350	*	*	*	7	13	22303	22981	*	*	*
MILITARY	2	5	23895	23178	*	*	*	2	13	23895	25336	*	*	*
NATIONAL SECURITY	+	+	+	+				1	2	21000	28800	*	*	*
URBAN / REGIONAL PLANNING	1	3	18000	26667	*	*	*	1	7	18000	23414	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	1	+	33000			
DESIGN / CONSTRUCT	4	26	29675	31612	*	*	*	10	179	28117	30343	*	*	*
ENVIRONMENTAL/SANITATION	4	6	29020	28747	*	*	*	4	32	29020	31599	*	*	*
MANUFACTURING/INDUSTRIAL	8	41	32768	33385	*	*	*	10	163	34294	34728	*	*	*
SYSTEMS / PROGRAMMING	3	17	29527	32214	*	*	*	4	33	29264	32200	*	*	*
POWER SYSTEMS	4	16	33950	34854	*	*	*	5	45	34312	34604	*	*	*
SOFTWARE DESIGN & DEVELOP	3	10	30333	32968	*	*	*	7	49	29571	32894	*	*	*
HARDWARE DESIGN & DEVELOP	1	11	38000	35591	*	*	*	2	45	35750	35390	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	6	$42500	$38817	*	*	*	1	31	$42500	$37405	*	*	*
TESTING	5	10	31628	32556	*	*	*	5	27	31628	31890	*	*	*
PROCESS ENGINEERING	5	38	39236	40598	*	*	*	7	104	40211	38942	*	*	*
PROJECT ENGINEERING	8	25	37235	35772	*	*	*	9	131	36209	35127	*	*	*
OTHER ENGINEERING	5	41	33660	35368	*	*	*	18	207	30741	33831	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	24200				+	7	+	25803			
INDUSTRIAL HYGIENE	+	+	+	+				1	1	21069	21069	*	*	*
MEDICAL TECHNOLOGY	2	2	26450	26450	*	*	*	2	4	26450	29537	*	*	*
NURSES / PERSONAL CARE	2	3	23070	25447	*	*	*	2	13	23070	29295	*	*	*
OCCUPATIONAL THERAPY	+	1	+	32840				+	1	+	32840			
PHARMACIST	4	5	45000	45400	*	*	*	29	32	43970	44004	$46500	$46000	$40000
PHYSICAL THERAPY	1	1	31000	31000	*	*	*	1	3	31000	18167	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	4	5	22750	24800	*	*	*	6	20	22333	21654	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	2	3	18880	19253	*	*	*	5	14	16769	19435	*	*	*
COUNSELING	4	4	22500	22500	*	*	*	6	13	21333	21077	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	3	+	16917			
SOCIAL WORK	3	4	19361	20521	*	*	*	4	15	19746	20735	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	9	41	24505	29102	*	*	*	14	99	25365	28845	*	*	*
INFORMATION SYSTEMS	3	32	24500	29591	*	*	*	11	82	26613	28793	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	16	25740	32701	*	*	*	5	52	28076	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				+	3	+	27673			
AGRICULTURE/NAT'L RESOURC	3	8	17667	18188	*	*	*	5	21	17657	22085	*	*	*
ARCHITECTURE	2	3	18750	23593	*	*	*	3	5	21500	23156	*	*	*
CONSULTING	+	49	+	31632				+	82	+	31162			
HUMAN RESRCS /INDUS RELS	1	2	22300	29150	*	*	*	1	17	22300	24582	*	*	*
MANAGEMENT TRAINEE	33	62	22968	23378	$26500	$23000	$18000	54	218	22314	23274	26000	22000	18000
MATH/STATISTICIANS	2	3	27099	27999	*	*	*	2	4	27099	27750	*	*	*
PARALEGAL	1	1	25000	25000	*	*	*	1	5	25000	19800	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	37000			
RESEARCHERS - TECHNICAL	+	+	+	+				+	1	+	24000			
TEACHING	37	58	19411	20221	23000	18900	15000	64	224	19180	20786	23000	18950	15000
TOTALS	267	895						489	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	11	$28960	$30898	*	*	*	4	36	$28595	$29694	*	*	*
MBA--NON-TECH	8	19	34875	35868	*	*	*	11	74	32818	33701	*	*	*
MBA--TECH	+	3	+	41253				+	5	+	35892			
MS-BUSINESS	+	2	+	33000				2	4	28750	30875	*	*	*
ECONOMICS & FINANCE (BANK	+	+	+	+				+	1	+	36000			
HUMAN RESOURCES (INCL LAB	1	1	41000	41000	*	*	*	1	3	41000	29333	*	*	*
MANAGEMENT INFORMATION SY	+	8	+	34850				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	2	+	24498				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				1	1	21800	21800	*	*	*
JOURNALISM	+	+	+	+				1	1	15000	15000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	1	2	25000	25500	*	*	*	1	5	25000	26081	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				+	5	+	30658			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	1	1	18500	18500	*	*	*	1	5	18500	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	1	+	30000				+	4	+	28427			
SOCIAL SCIENCES														
PSYCHOLOGY	1	2	76500	51500	*	*	*	1	4	76500	39950	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				1	1	40000	40000	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	38500				+	2	+	38500			
AGRICULTURAL	+	+	+	+				+	1	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	1	7	42780	41954	*	*	*	2	11	40390	40649	*	*	*
CIVIL	+	1	+	32700				+	23	+	32790			
COMPUTER	+	2	+	37002				+	9	+	39656			
ELECTRICAL/ELECTRONIC	1	10	36000	37996	*	*	*	2	59	32238	39821	*	*	*
INDUSTRIAL	1	2	38000	39400	*	*	*	1	10	38000	40680	*	*	*
MECHANICAL	+	8	+	40625				+	26	+	40597			
METALLURGICAL	+	+	+	+				+	1	+	36000			

continued

SCPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$36000				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	25000				1	4	$32000	30266	*	*	*
NURSING	1	1	$35000	35000	*	*	*	1	1	35000	35000	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	2	+	28500			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	7	42500	38311	*	*	*	1	22	42500	38311	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	29500				+	4	+	34125			
MATHEMATICS (INCL ACTUARI	+	2	+	27788				+	2	+	27788			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	20	99						32	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	3	5	$28333	$35600	*	*	*	4	18	$29250	$31500	*	*	*
MBA--TECH	+	1	+	28500				+	1	+	28500			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	4	+	55000				+	17	+	43353			
MBA--TECH	+	5	+	46800				+	5	+	46800			
OVER 4 YEARS														
MBA--NON-TECH	+	1	+	37328				+	23	+	43175			
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	3	16						4	64					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	3	4	$53667	$52500	*	*	*	4	7	$54000	$48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	5	+	52189				+	13	+	52919			
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	3	+	43667			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	9	+	50102			
METALLURGICAL	+	1	+	50000				+	4	+	48435			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	1	1	38000	38000	*	*	*	1	1	38000	38000	*	*	*
CHEMISTRY	+	1	+	30000				+	1	+	30000			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	1	+	51900				+	2	+	52950			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	13						5	41					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27216 49 40000/24000			21000 3				23175 2	
BUSINESS ADMIN (INCL MGMT	32000 1			20533 9				36000 1	23500 1
ECONOM & FINANCE (BANKING				22071 7	18000 1				
MANAGEMENT INFO SYSTEMS				24000 1			29015 5		
MARKETING/MARK MGMT (RESR				21725 4			21667 3		30000 1
ADVERTISING		15000 1							
COMMUNICATIONS				20000 1					
JOURNALISM		24000 1		18000 1	18000 1				
MERCHANDISING MANAGEMENT				14000 1					
COMPUTER							32000 1		30000 2
ELECTRICAL/ELECTRONIC									31602 3
INDUSTRIAL								32480 1	
MECHANICAL									32900 2
ENGINEERING TECHNOLOGY									26000 1
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE				22500 1			25750 4		
COMPUTER PROGRAMMING							30000 1		
GEOLOGY & GEOLOGICAL SCI									21000 1
MATHEMATICS						18000 1			
OTHER PHYSICAL & EARTH SC									25000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				13500 1		33000 1		14400 1	12000 1
BUSINESS ADMIN (INCL MGMT	20000 1		23500 2	19000 2		21600 9			23400 1
ECONOM & FINANCE (BANKING	24800 2	24000 1		21250 2		20833 3			
HOTEL/RESTAURANT MGMT.			17784 1						
HUMAN RSRCS (incl LABOR R				20500 2					
MANAGEMENT INFO SYSTEMS				23400 1					
MARKETING/MARK MGMT (RESR		21000 1		28793 3		23344 16			
ADVERTISING				27000 1					22000 2
COMMUNICATIONS	19000 1			18000 1					
TELECOMMUN/BROADCASTING				30000 1					
HUMAN ECOLOGY (HOME ECONO						13000 1			
MERCHANDISING MANAGEMENT						22000 1			
LETTERS (incl English, Li						12000 1			
HUMANITIES - OTHER						23000 1			
CRIMINAL JUSTICE		30000 1						24500 1	
HISTORY		31250 1			25000 1				
POLITICAL SCIENCE/GOVT						21720 3		18293 1	
PSYCHOLOGY		35000 1				20500 3			
SOCIAL SCIENCES-OTHER		23000 1						26000 1	
OTHER AGRICULTURAL SCIENC		12000 1							
COMPUTER SCIENCE				22935 2				34284 2	
COMPUTER PROGRAMMING				30663 1					
INFORMATION SCIENCES & SY				28703 3					

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PHARMACY						44277 24 52000/40000			
BIOLOGICAL						10000 1			
MATHEMATICS						15000 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	20000 1			22254 2	11460 1	19200 2	18759 6	23000 1	19000 1
BUSINESS ADMIN (INCL MGMT					15000 1	22592 3	20000 1		20000 2
ECONOM & FINANCE (BANKING						21906 1			
HUMAN RSRCS (incl LABOR R			21000 1						
MANAGEMENT INFO SYSTEMS				27800 1			13000 1		
MARKETING/MARK MGMT (RESR						24000 1		20488 1	
REAL ESTATE						17686 1	16600 1		
ADVERTISING								12000 1	21500 1
COMMUNICATIONS			24000 1			24000 1			
JOURNALISM					14250 2				
ELEMENTARY EDUCATION					18489 26 24000/17975				
PRE-ELEMENTARY EDUCATION					16758 6				
PHYSICAL EDUCATION					16750 2				
SPECIAL EDUCATION					21215 8			32000 1	
HUMAN ECOLOGY (HOME ECONO					19250 2				
FOREIGN LANGUAGES					24000 1				
LETTERS (incl English, Li					18905 5				
VISUAL & PERFORMING ARTS					24025 4				
HUMANITIES - OTHER							15360 1		
CRIMINAL JUSTICE							21750 2		
HISTORY					17750 2				
POLITICAL SCIENCE/GOVT					26000 1	20000 1	19466 1		
PSYCHOLOGY					33000 1	20900 1	21500 2		18000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIOLOGY								18084 1	
SOCIAL SCIENCES-OTHER					20000 1	16000 1	17880 2		15000 1
CIVIL			24126 5				29760 1		
ELECTRICAL/ELECTRONIC				32840 5		24000 1	24000 1		
MECHANICAL				33860 4					
ANIMAL SCIENCES						17600 1			
OTHER AGRICULTURAL SCIENC					18000 1				
INFORMATION SCIENCES & SY		24000 1					19600 1		
ALLIED HEALTH								27967 3	
HEALTH SCIENCES					21069 1				21000 2
NURSING					18140 1			28000 1	
PHARMACY								41000 2	
ARCHITECTURAL & ENVIRONME							27000 1		
BIOLOGICAL								28000 1	
MATHEMATICS					19852 4	26798 1			
OTHER PHYSICAL & EARTH SC					19000 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIOLOGY								18084 1	
SOCIAL SCIENCES-OTHER					20000 1	16000 1	17880 2		15000 1
CIVIL			24126 5				29760 1		
ELECTRICAL/ELECTRONIC				32840 5		24000 1	24000 1		
MECHANICAL				33860 4					
ANIMAL SCIENCES						17600 1			
OTHER AGRICULTURAL SCIENC					18000 1				
INFORMATION SCIENCES & SY		24000 1					19600 1		
ALLIED HEALTH								27967 3	
HEALTH SCIENCES					21069 1				21000 2
NURSING					18140 1			28000 1	
PHARMACY								41000 2	
ARCHITECTURAL & ENVIRONME							27000 1		
BIOLOGICAL								28000 1	
MATHEMATICS					19852 4	26798 1			
OTHER PHYSICAL & EARTH SC					19000 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING		21000 1						20900 1	
BUSINESS ADMIN (INCL MGMT	12000 1							16000 1	26000 2
ECONOM & FINANCE (BANKING									44000 1
MARKETING/MARK MGMT (RESR								18000 1	
ADVERTISING								28000 1	
COMMUNICATIONS									35000 1
LETTERS (incl English, Li								21000 1	
SOCIOLOGY	20000 1		18084 1						
SOCIAL SCIENCES-OTHER								27600 1	
CHEMICAL						41540 3			40368 5
CIVIL								29000 1	33960 1
ELECTRICAL/ELECTRONIC					33150 2				
MECHANICAL					28476 1	42100 1	33000 1		
OTHER AGRICULTURAL SCIENC				20000 1		21000 1			
COMPUTER SCIENCE					37000 1			20176 1	34261 2
INFORMATION SCIENCES & SY								27560 1	
ALLIED HEALTH			20000 1						
HEALTH SCIENCES	13000 1								
CHEMISTRY									35000 1
MATHEMATICS				25000 1					

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	28000	1														
BUSINESS ADMIN (INCL MGMT	31000	1	15000	1	31000	1										
ECONOM & FINANCE (BANKING					24000	1		30000	1							
HOTEL/RESTAURANT MGMT.					24000	1										
MANAGEMENT INFO SYSTEMS			29500	1												
MARKETING/MARK MGMT (RESR	27000	2	25375	4	29600	4		23000	1							
ADVERTISING													17000	1		
CHEMICAL								40000	1		38400	1	42550	2		
CIVIL															40080	1
ELECTRICAL/ELECTRONIC	12480	1	25088	7	35500	2							39300	1		
INDUSTRIAL											27000	1				
MECHANICAL			36640	2				35000	1							
METALLURGICAL								31464	1							
INDUSTRIAL TECHNOLOGY			28000	1												
COMPUTER SCIENCE								29000	1				28000	2		

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BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					31000 1		24400 3
BUSINESS ADMIN (INCL MGMT							21000 1
ECONOM & FINANCE (BANKING							16500 2
MARKETING/MARK MGMT (RESR					22000 1		30208 5
COMMUNICATIONS		24000 1					12480 1
TELECOMMUN/BROADCASTING							16500 1
VISUAL & PERFORMING ARTS						22000 1	13500 1
CHEMICAL					40000 1	39600 1	
ELECTRICAL/ELECTRONIC						33500 2	
INDUSTRIAL					32500 1		
MECHANICAL			37500 1	25000 1	35000 1	33800 1	24000 1
PHARMACY							43500 3
MATHEMATICS						27400 1	

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27312 50 40000/24000	19500 2		20933 27 25000/17500	18000 2		26259 8	27450 3	26750 2
BACHELOR - TECHNICAL				21750 2		18000 1	27500 6	32480 1	29261 10

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22150 4	27375 6	21595 3	22841 14	25000 1	22053 39 35000/17000		20798 4	19850 4
BACHELOR - TECHNICAL		12000 1		27107 6		41832 26 52000/39500		34284 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	20000 1		22500 2	24103 3	19160 63 33000/14000	20889 12	18779 17	21114 5	18917 6
BACHELOR - TECHNICAL		24000 1	24126 5	33293 9	19452 8	22799 3	25090 4	31700 7	21000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2	21000 1	18084 1					21917 6	32750 4
BACHELOR - TECHNICAL	13000 1		20000 1	22500 2	32944 4	37544 5	33000 1	25579 3	37702 9

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28250 4	24333 6	28200 7		26500 2			17000 1	
BACHELOR - TECHNICAL	12480 1	27690 10	35500 2		33866 4		32700 2	36080 5	40080 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		24000 1			26500 2	22000 1	
BACHELOR - TECHNICAL			37500 1	25000 1	35833 3	33560 5	

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	29667 3			30000 1					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	24000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				38000 1					
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					26000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	40000 1							32000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							41000 2
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26980 49 40000/22500	22264 22 33000/18900	21000 1						
BUSINESS ADMIN (INCL MGMT	32000 1	13000 3	20360 5						20000 1
ECONOM & FINANCE (BANKING		24000 2	21250 2						19500 2
MARKETING/MARK MGMT (RESR			21500 2						
COMMUNICATIONS				19500 2					
JOURNALISM				18000 1					
MERCHANDISING MANAGEMENT			14000 1						
AGRIBUSINESS			21000 1						
MATHEMATICS		15000 1							

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			13500 1						
BUSINESS ADMIN (INCL MGMT			18000 1						
ECONOM & FINANCE (BANKING			17000 1						
MARKETING/MARK MGMT (RESR		25380 1						20488 1	
ADVERTISING							19500 2	21500 1	
COMMUNICATIONS						12480 1		18000 1	
JOURNALISM								13500 1	
TELECOMMUN/BROADCASTING							16500 1		
HUMAN ECOLOGY (HOME ECONO				13000 1					
VISUAL & PERFORMING ARTS				22000 1					

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									18759 6
BUSINESS ADMIN (INCL MGMT		23950 2				21000 1	24211 9	17686 1	
ECONOM & FINANCE (BANKING							24750 2		
HUMAN RSRCS (incl LABOR R							22500 1		
MARKETING/MARK MGMT (RESR		22185 4	25500 4				27484 19	24000 1	
REAL ESTATE							16600 1		
ADVERTISING	20000 1						24000 3		
COMMUNICATIONS							29500 2		24000 1
JOURNALISM	24000 1								
TELECOMMUN/BROADCASTING							30000 1		
LETTERS (incl English, Li							16500 2		
HUMANITIES - OTHER							23000 1		
HISTORY	31250 1								
SOCIAL SCIENCES-OTHER							27600 1		
MECHANICAL				24000 1					
BIOLOGICAL							10000 1		
CHEMISTRY							35000 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			27789 1						
ECONOM & FINANCE (BANKING	18453 2								
MARKETING/MARK MGMT (RESR								30000 1	
HUMANITIES - OTHER		15360 1							
CRIMINAL JUSTICE		25667 3		21000 1					
POLITICAL SCIENCE/GOVT		18880 2	20000 1						
SOCIAL SCIENCES-OTHER		26000 1			18000 1				
CHEMICAL									40713 3
CIVIL							25231 6	40080 1	
ELECTRICAL/ELECTRONIC							35045 1		33433 3
INDUSTRIAL									29750 2
MECHANICAL							31638 2		33000 1
METALLURGICAL							31464 1		
INDUSTRIAL TECHNOLOGY									28000 1
GEOLOGY & GEOLOGICAL SCI								21000 1	
OTHER PHYSICAL & EARTH SC								25000 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT
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CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING							44000 1		
MANAGEMENT INFO SYSTEMS			24000 1						
CHEMICAL					42500 1	40650 2	40704 5	40250 2	39600 1
CIVIL							33960 1	28000 1	
COMPUTER			30667 3						
ELECTRICAL/ELECTRONIC	28192 3	34440 4		33500 1		23420 2		33500 2	26367 6
INDUSTRIAL	32480 1								
MECHANICAL		33800 1		38000 1				37595 4	32277 7
ENGINEERING TECHNOLOGY									26000 1
COMPUTER SCIENCE			30333 3						34530 3
COMPUTER PROGRAMMING						30000 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
SPECIAL EDUCATION									32000 1
OTHER AGRICULTURAL SCIENC									18000 1
ALLIED HEALTH			26450 2				31000 1		20000 1
HEALTH SCIENCES		21069 1							18000 2
NURSING				23070 2					
PHARMACY						43970 29 52000/40000			
BIOLOGICAL									28000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT	20000 1								
MANAGEMENT INFO SYSTEMS					22767 3	27192 3	29633 3		
MARKETING/MARK MGMT (RESR					27000 2				
REAL ESTATE									17686 1
ADVERTISING	12000 1								
PSYCHOLOGY		24667 3		20450 2					
SOCIOLOGY	18084 1	20000 1		18084 1					
SOCIAL SCIENCES-OTHER	16880 2	15000 1		20000 1					
ELECTRICAL/ELECTRONIC							25740 2		
ANIMAL SCIENCES									17600 1
OTHER AGRICULTURAL SCIENC									17667 3
COMPUTER SCIENCE					26078 7	24500 3			
COMPUTER PROGRAMMING					30663 1				
INFORMATION SCIENCES & SY					19600 1	27534 5			
HEALTH SCIENCES		19000 1							

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT			22300 1	22821 14					15000 1
ECONOM & FINANCE (BANKING				22710 10					
HOTEL/RESTAURANT MGMT.				20892 2					
HUMAN RSRCS (incl LABOR R				19750 2					
MARKETING/MARK MGMT (RESR				21954 13					
COMMUNICATIONS				24000 1					
JOURNALISM				18000 1					15000 1
ELEMENTARY EDUCATION									18489 26 24000/17975
PRE-ELEMENTARY EDUCATION									16758 6
PHYSICAL EDUCATION									16750 2
SPECIAL EDUCATION									21215 8
HUMAN ECOLOGY (HOME ECONO									19250 2
MERCHANDISING MANAGEMENT				22000 1					
FOREIGN LANGUAGES									24000 1
LETTERS (incl English, Li									18905 5
VISUAL & PERFORMING ARTS	13500 1								24025 4
HISTORY						25000 1			17750 2
POLITICAL SCIENCE/GOVT				21720 3					26000 1
PSYCHOLOGY				24125 4					
SOCIAL SCIENCES-OTHER				23000 1					
ELECTRICAL/ELECTRONIC	24000 1								
ARCHITECTURAL & ENVIRONME	27000 1								
MATHEMATICS				21500 2	27099 2				19852 4

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
OTHER PHYSICAL & EARTH SC									19000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27080 50 40000/22500	21364 27 33000/12000	20209 11	19000 3					19667 3
BACHELOR - TECHNICAL		15000 1	21000 1						

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25380 1	16167 3	17500 2		12480 1	18500 3	18372 4	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	25083 3	22773 6	25500 4			21000 1	25555 42 38400/21000	20843 2	19507 7
BACHELOR - TECHNICAL				24000 1			22500 2		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18453 2	22303 7	23895 2	21000 1	18000 1			30000 1	
BACHELOR - TECHNICAL							28117 10	28693 3	34294 10

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			24000 1				44000 1		
BACHELOR - TECHNICAL	29264 4	34312 5	30500 6	35750 2	42500 1	31628 5	39580 6	36209 9	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL		21069 1	26450 2	23070 2		43970 29 52000/40000	31000 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	16769 5	21800 5		19746 4	24460 5	27192 3	29633 3		17686 1
BACHELOR - TECHNICAL		19000 1			25868 9	26396 8	25740 2		17650 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	13500 1		22300 1	22345 52 36000/18000		25000 1			19137 59 32000/14300
BACHELOR - TECHNICAL	25500 2			21500 2	27099 2				19681 5

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1993

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Troy State University - Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Polytechnic Institute & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993, through March 10, 1993) and cumulatively (September 1, 1992, and March 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	23	394	$28393	$28777	$30000	$29000	$27000	102	1134	$25607	$27716	$30500	$27000	$19600
BUSINESS ADMINISTRATION	10	76	21330	26755	*	*	*	52	275	21792	24205	26500	22000	16000
DISTRIBUTION MANAGEMENT	+	3	+	25500				+	10	+	27440			
ECONOMICS & FINANCE	12	124	24950	28359	*	*	*	34	255	23630	26656	28000	24000	17500
HOTEL/RESTAURANT MGMT.	+	4	+	27625				2	18	20892	21809	*	*	*
HUMAN RESOURCES (incl. LA	3	6	25667	25000	*	*	*	6	17	23167	26047	*	*	*
MANAGEMENT INFO SYSTEMS	+	30	+	30794				10	102	26278	29267	*	*	*
MARKETING/MARKETING MANAG	10	76	23301	24501	*	*	*	58	274	24624	24397	32000	24000	18500
REAL ESTATE	+	+	+	+				2	12	17143	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	26667				8	17	20563	23753	*	*	*
COMMUNICATIONS	+	26	+	21900				8	68	22060	21964	*	*	*
JOURNALISM	1	11	12000	17287	*	*	*	6	19	16750	17814	*	*	*
TELECOMMUNICATIONS/BROADC	+	+	+	+				2	7	23250	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	4	12	18764	17386	*	*	*	30	129	18526	20434	21089	18500	13000
PRE-ELEMENTARY EDUCATION	+	+	+	+				6	14	16758	16200	*	*	*
PHYSICAL EDUCATION	1	3	18000	21200	*	*	*	3	12	17167	21908	*	*	*
SPECIAL EDUCATION	1	3	18731	16410	*	*	*	10	22	22045	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				3	14	17167	19584	*	*	*
TEXTILES & CLOTHING	3	3	23500	23500	*	*	*	3	5	23500	20913	*	*	*
MERCHANDISING MANAGEMENT	+	1	+	24000				2	6	18000	20167	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	27000				1	4	24000	23117	*	*	*
LETTERS (incl. English)	1	10	27900	19885	*	*	*	8	34	19428	20123	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	19150				6	22	21933	20429	*	*	*
HUMANITIES - OTHER	+	2	+	21900				2	10	19180	22060	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	25500				4	11	24500	22836	*	*	*
HISTORY	+	6	+	24167				4	21	22938	22143	*	*	*
POLITICAL SCIENCE/GOVT	+	9	+	21756				7	28	21274	22683	*	*	*
PSYCHOLOGY	1	17	23000	19315	*	*	*	10	41	23440	20538	*	*	*
SOCIOLOGY	+	3	+	19333				3	15	18723	19058	*	*	*
SOCIAL SCIENCES-OTHER	+	7	+	23548				8	39	20420	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	31857				+	21	+	31946			
AGRICULTURAL ENGINEERING	1	2	25000	29250	*	*	*	1	6	25000	32017	*	*	*
ARCHITECTURAL ENGINEERING	+	4	+	30500				+	6	+	28667			
BIOENGINEERING & BIOMEDIC	+	1	+	32000				+	3	+	26333			
CHEMICAL ENGINEERING	1	92	36660	40237	*	*	*	15	243	40415	39793	*	*	*
CIVIL ENGINEERING	6	54	29773	29878	*	*	*	15	189	28805	29385	*	*	*
COMPUTER ENGINEERING	1	70	35000	34129	*	*	*	4	151	31750	33475	*	*	*
ELECTRICAL/ELECTRONIC	9	101	32478	34312	*	*	*	34	391	30324	34035	35800	33000	24000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	9	62	$30656	$33288	*	*	*	12	147	$30657	33145	*	*	*
MECHANICAL ENGINEERING	29	188	34476	34921	$38400	$36000	$30000	46	481	34091	34516	$38000	$34900	$29530
METALLURGICAL ENGINEERING	3	16	34067	34050	*	*	*	4	36	33416	34145	*	*	*
MINING (INCL GEOLOGICAL)	+	2	+	27600				+	13	+	31945			
NUCLEAR ENGINEERING	+	1	+	33500				+	3	+	33833			
PETROLEUM ENGINEERING	+	2	+	39000				+	14	+	39157			
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	12	27000	30069	*	*	*	2	26	26500	30609	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				1	2	28000	27750	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	26367				1	12	21000	23983	*	*	*
ANIMAL SCIENCES	2	4	21750	19625	*	*	*	3	13	20367	21246	*	*	*
PLANT SCIENCES	+	2	+	25000				+	2	+	25000			
NATURAL RESOURCES	+	1	+	18000				+	4	+	21000			
OTHER AGRICULTURAL SCIENC	5	5	31220	31220	*	*	*	9	14	25233	24579	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	107	25500	31513	*	*	*	18	229	27869	31118	*	*	*
COMPUTER PROGRAMMING	7	10	27429	28800	*	*	*	9	14	28074	28511	*	*	*
INFORMATION SCIENCES	+	11	+	32013				6	54	26211	29002	*	*	*
SYSTEMS ANALYSIS	+	1	+	31000				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	33400				4	10	25975	30219	*	*	*
HEALTH SCIENCES	+	+	+	+				4	9	19017	18997	*	*	*
NURSING	+	4	+	34481				2	15	23070	31851	*	*	*
PHARMACY	+	2	+	36621				29	34	43970	43570	46500	46000	40000
SCIENCES														
ACTUARIAL	+	3	+	33933				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	22187				1	8	27000	22255	*	*	*
BIOLOGICAL SCIENCES	+	6	+	21650				2	18	19000	22983	*	*	*
CHEMISTRY	1	12	26000	30437	*	*	*	2	23	30500	30125	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	1	+	32000				1	5	21000	27392	*	*	*
MATHEMATICS	1	8	30000	30663	*	*	*	10	37	22161	24698	*	*	*
PHYSICS	+	+	+	+				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	1	+	21000				2	5	22000	21448	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	148	1637						637	4882					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	22	346	$28068	$28836	$30000	$28750	$28000	72	888	$27382	$28228	$32000	$28000	$24000
ACCOUNTING (PRIVATE)	5	73	26308	27839	*	*	*	33	246	21920	26086	28000	23000	14400
COMMERCIAL BANKING (CONSU	3	6	23300	23567	*	*	*	15	32	20880	21900	*	*	*
COMMERCIAL BANKING (LENDI	+	10	+	26850				3	23	19000	25330	*	*	*
INVESTMENT BANKING (CORP	1	6	27000	33083	*	*	*	1	9	27000	31278	*	*	*
INVESTMENT BANKING (MERG	+	4	+	32875				+	5	+	33600			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	3	+	26000				+	7	+	25143			
FINANCIAL/TREASURY ANALYS	+	39	+	28637				3	93	19667	27663	*	*	*
PORTFOLIO MANAGEMENT / BR	+	4	+	24325				+	15	+	23953			
UNDERWRITING	+	6	+	25833				1	23	25380	23130	*	*	*
INSURANCE - CLAIMS	2	4	26500	26532	*	*	*	5	20	20300	23073	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	2	+	26500				2	18	17500	24404	*	*	*
MEDIA PLANNING	+	4	+	18625				+	9	+	19422			
REPORTING	+	5	+	16672				1	9	12480	17649	*	*	*
COMMUNICATIONS-PRODUCTION	+	2	+	24500				3	10	18500	23590	*	*	*
PUBLIC RELATIONS	+	5	+	21134				4	16	18372	21204	*	*	*
WRITING / EDITING	+	1	+	10800				+	4	+	20650			
MARKETING														
ADVERTISING	1	3	18000	25667	*	*	*	4	15	23313	23170	*	*	*
BRAND/PRODUCT MANAGEMENT	2	7	28500	28071	*	*	*	8	38	24205	25452	*	*	*
BUYER/MERCHANDISING	1	11	19000	26209	*	*	*	5	45	24200	24975	*	*	*
DISTRIBUTION	+	8	+	27438				1	16	24000	28375	*	*	*
MARKET RESEARCH	+	7	+	22714				+	26	+	23727			
PURCHASING	+	1	+	30000				1	3	21000	21800	*	*	*
SALES	13	95	23085	25745	*	*	*	57	268	24884	24960	35000	25000	17500
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	8	+	25661				2	12	20843	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	9	+	25257				7	31	19507	23893	*	*	*
ECONOMIC PROGRAMS	+	1	+	26122				2	3	18453	21009	*	*	*
LAW ENFORCEMENT	+	1	+	27000				7	14	22303	23268	*	*	*
MILITARY	+	3	+	28766				2	16	23895	25979	*	*	*
NATIONAL SECURITY	+	1	+	36600				1	3	21000	31400	*	*	*
URBAN / REGIONAL PLANNING	+	1	+	20000				1	8	18000	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	1	+	41000				+	2	+	37000			
DESIGN / CONSTRUCT	10	56	31744	32100	*	*	*	20	237	29931	30827	34800	30360	23731
ENVIRONMENTAL/SANITATION	1	11	26000	30177	*	*	*	5	43	28416	31235	*	*	*
MANUFACTURING/INDUSTRIAL	18	94	34843	34788	*	*	*	28	257	34647	34750	40800	33500	29530
SYSTEMS / PROGRAMMING	+	16	+	32608				4	49	29264	32334	*	*	*
POWER SYSTEMS	+	14	+	34511				5	59	34312	34582	*	*	*
SOFTWARE DESIGN & DEVELOP	1	39	27000	32791	*	*	*	8	88	29250	32848	*	*	*
HARDWARE DESIGN & DEVELOP	+	17	+	35533				2	62	35750	35429	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	28	$30750	$33614	*	*	*	7	59	$32429	$35606	*	*	*
TESTING	+	7	+	33314				5	34	31628	32183	*	*	*
PROCESS ENGINEERING	3	58	36387	40058	*	*	*	10	162	39064	39342	*	*	*
PROJECT ENGINEERING	8	44	34775	35984	*	*	*	17	175	35534	35343	*	*	*
OTHER ENGINEERING	15	191	31488	33556	*	*	*	33	398	31080	33699	$36120	$32400	$25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	24333				+	10	+	25362			
INDUSTRIAL HYGIENE	+	+	+	+				1	1	21069	21069	*	*	*
MEDICAL TECHNOLOGY	+	+	+	+				2	4	26450	29537	*	*	*
NURSES / PERSONAL CARE	+	6	+	34520				2	19	23070	30945	*	*	*
OCCUPATIONAL THERAPY	+	3	+	33400				+	4	+	33260			
PHARMACIST	+	2	+	3662				29	34	43970	43570	46500	46000	40000
PHYSICAL THERAPY	+	+	+	+				1	3	31000	18167	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	3	+	17054				6	23	22333	21054	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	2	33000	24000	*	*	*	6	16	19474	20005	*	*	*
COUNSELING	+	5	+	19199				6	18	21333	20555	*	*	*
FUNDRAISING / DEVELOPMENT	+	2	+	13500				+	5	+	15550			
SOCIAL WORK	+	1	+	17430				4	16	19746	20529	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	7	59	25286	29666	*	*	*	21	158	25339	29152	29000	25000	21870
INFORMATION SYSTEMS	+	56	+	31583				11	138	26613	29925	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	27	+	32491				5	79	28076	32010	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	1	+	35800				+	4	+	29705			
AGRICULTUR/NATURAL RESOU	+	5	+	20800				5	26	17657	21838	*	*	*
ARCHITECTURE	+	1	+	20800				3	6	21500	22763	*	*	*
CONSULTING	2	99	30000	32668	*	*	*	2	181	30000	31986	*	*	*
HUMAN RESOURCES	1	6	22800	21567	*	*	*	2	23	22550	23796	*	*	*
MANAGEMENT TRAINEE	17	65	23035	24132	*	*	*	71	283	22487	23471	26500	22000	18000
MATH/STATISTICIANS	+	1	+	29000				2	5	27099	28000	*	*	*
PARALEGAL	+	1	+	21600				1	6	25000	20100	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	23000				+	3	+	32333			
RESEARCH - TECHNICAL	2	11	30500	30627	*	*	*	2	12	30500	30075	*	*	*
TEACHING	6	25	18631	17611	*	*	*	70	249	19133	20468	23606	18825	14300
TOTALS	148	1637						637	4882					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	7	$31000	$33857	*	*	*	5	43	$29076	$30372	*	*	*
MBA--NON-TECH	15	66	36251	37799	*	*	*	26	140	34799	35633	$40000	$35240	$29000
MBA--TECH	+	8	+	39839				+	13	+	38321			
MS-BUSINESS	+	1	+	30000				2	5	28750	30700	*	*	*
ECONOMICS & FINANCE (BANK	+	2	+	24000				+	3	+	28000			
HUMAN RESOURCES (INCL LAB	2	5	29500	29800	*	*	*	3	8	33333	29625	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	+	+	+				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	30000				1	2	21800	25900	*	*	*
JOURNALISM	+	+	+	+				1	1	15000	15000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	9	+	27837				1	14	25000	27210	*	*	*
ELEMENTARY EDUCATION	+	18	+	26752				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				1	5	18500	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	1	+	32000				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	+	3	+	26333				1	7	76500	34114	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				1	1	40000	40000	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	35000				+	3	+	37333			
AGRICULTURAL	+	1	+	45000				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	4	+	43000				2	15	40390	41276	*	*	*
CIVIL	3	10	33967	36064	*	*	*	3	33	33967	33782	*	*	*
COMPUTER	4	8	38443	39079	*	*	*	4	17	38443	39384	*	*	*
ELECTRICAL/ELECTRONIC	1	51	39660	41011	*	*	*	3	110	34712	40373	*	*	*
INDUSTRIAL	+	16	+	38500				1	26	38000	39400	*	*	*
MECHANICAL	+	43	+	40429				+	69	+	40492			
METALLURGICAL	+	1	+	40000				+	2	+	38000			

continued

SCPA REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	+	+	+				1	4	$32000	30266	*	*	*
NURSING	+	2	+	$26585				1	3	35000	29390	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	5	+	36018				+	7	+	33870			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	19	$40000	37995	*	*	*	2	41	41250	38164	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	38750				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	6	+	37470				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	27	290						59	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	8	40	$43775	$48395	*	*	*	12	58	$38933	$43152	*	*	*
MBA--TECH	+	6	+	49433				+	7	+	46443			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	37	75000	52828	*	*	*	1	54	75000	49845	*	*	*
MBA--TECH	1	22	50000	54269	*	*	*	1	27	50000	52886	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	5	75	43720	51433	*	*	*	5	98	43720	49495	*	*	*
MBA--TECH	1	22	47500	55493	*	*	*	1	22	47500	55493	*	*	*
TOTALS	16	202						20	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$39000				+	1	+	$39000			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	7	$54000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	1	1	$32000	32000	*	*	*	1	1	32000	32000	*	*	*
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	2	14	59500	55414	*	*	*	2	27	59500	54213	*	*	*
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	5	+	61299				+	8	+	54687			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	52584				+	14	+	50988			
METALLURGICAL	+	3	+	57247				+	7	+	52211			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				1	1	38000	38000	*	*	*
CHEMISTRY	+	13	+	54869				+	14	+	53093			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	60552				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	3	+	51333				+	5	+	51980			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	3	46						8	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27759 66 40000/24500			23167 6				23175 2	
BUSINESS ADMINISTRATION	21500 2			20730 10				36000 1	23500 1
ECONOMICS & FINANCE	28000 4	25000 1		21767 9	18000 1				
MANAGEMENT INFO SYSTEMS				24000 1			29015 5		
MARKETING/MARKETING MANAG				22180 5		18000 1	22500 4		30000 1
ADVERTISING		15000 1							
COMMUNICATIONS				20000 1					
JOURNALISM		24000 1		18000 1	18000 1				
MERCHANDISING MANAGEMENT				14000 1					
LETTERS (incl. English)								27900 1	
AGRICULTURAL ENGINEERING								25000 1	
CIVIL ENGINEERING								30720 1	30000 1
COMPUTER ENGINEERING							32000 1		30000 2
ELECTRICAL/ELECTRONIC									31602 3
INDUSTRIAL ENGINEERING								32480 1	
MECHANICAL ENGINEERING									32900 2
ENGINEERING TECHNOLOGY							27000 1		26000 1
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE				22500 1			25800 5		
COMPUTER PROGRAMMING							26000 2		
CHEMISTRY									26000 1
GEOLOGY & GEOLOGICAL SCI									21000 1
MATHEMATICS						18000 1			

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
OTHER PHYSICAL & EARTH SC									25000 1

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				13500 1		33000 1		14400 1	12000 1
BUSINESS ADMINISTRATION	20000 1	24000 1	23500 2	19000 2		21867 12			23400 1
ECONOMICS & FINANCE	25867 3	24000 1		22167 3		20833 3			
HOTEL/RESTAURANT MGMT.			17784 1						
HUMAN RESOURCES (incl. LA				20500 2					
MANAGEMENT INFO SYSTEMS				23400 1					
MARKETING/MARKETING MANAG		21000 1		28793 3		23265 17			
ADVERTISING				27000 1					22000 2
COMMUNICATIONS	19000 1			18000 1					
TELECOMMUNICATIONS/BROADC				30000 1					
HUMAN ECOLOGY (HOME ECONO						13000 1			
TEXTILES & CLOTHING						19000 1			
MERCHANDISING MANAGEMENT						22000 1			
LETTERS (incl. English)						12000 1			
HUMANITIES - OTHER						23000 1			
CRIMINAL JUSTICE		30000 1						24500 1	
HISTORY		31250 1			25000 1				
POLITICAL SCIENCE/GOVT						21720 3		18293 1	
PSYCHOLOGY		35000 1				21125 4			
SOCIAL SCIENCES-OTHER		23000 1						26000 1	
INDUSTRIAL ENGINEERING				29000 1					
MECHANICAL ENGINEERING							24000 1		
OTHER AGRICULTURAL SCIENC		12000 1	21600 1						

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER SCIENCE				23623 3				34284 2	
COMPUTER PROGRAMMING				30663 1					
INFORMATION SCIENCES				28703 3					
PHARMACY						44277 24 52000/40000			
BIOLOGICAL SCIENCES						10000 1			
MATHEMATICS						15000 1			

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	20000 1			24516 3	11460 1	19200 2	18759 6	23000 1	19000 1
BUSINESS ADMINISTRATION					15000 1	22592 3	20000 1		20000 2
ECONOMICS & FINANCE						21906 1			
HUMAN RESOURCES (incl. LA			21000 1						
MANAGEMENT INFO SYSTEMS				27800 1			13000 1		
MARKETING/MARKETING MANAG						24000 1		20488 1	
REAL ESTATE						17686 1	16600 1		
ADVERTISING								12000 1	21500 1
COMMUNICATIONS			24000 1			24000 1			
JOURNALISM					14250 2				
ELEMENTARY EDUCATION					18526 30 24000/13000				
PRE-ELEMENTARY EDUCATION					16758 6				
PHYSICAL EDUCATION					17167 3				
SPECIAL EDUCATION					20939 9			32000 1	
HUMAN ECOLOGY (HOME ECONO					19250 2				
FOREIGN LANGUAGES					24000 1				
LETTERS (incl. English)					18905 5				
VISUAL & PERFORMING ARTS					24025 4				
HUMANITIES - OTHER							15360 1		
CRIMINAL JUSTICE							21750 2		
HISTORY					17750 2				
POLITICAL SCIENCE/GOVT					26000 1	20000 1	19466 1		
PSYCHOLOGY					33000 1	20900 1	21500 2		18000 1

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIOLOGY								18084 1	
SOCIAL SCIENCES-OTHER					20000 1	16000 1	17880 2		15000 1
CIVIL ENGINEERING			24126 5				28330 2		
ELECTRICAL/ELECTRONIC				32840 5		24000 1	24000 1		
INDUSTRIAL ENGINEERING						29300 1			32100 1
MECHANICAL ENGINEERING				33860 4		29530 1			
ANIMAL SCIENCES						17600 1			
OTHER AGRICULTURAL SCIENC					18000 1				
COMPUTER PROGRAMMING				23500 2		26000 1			
INFORMATION SCIENCES		24000 1					19600 1		
ALLIED HEALTH								27967 3	
HEALTH SCIENCES					21069 1				21000 2
NURSING					18140 1			28000 1	
PHARMACY								41000 2	
ARCHITECTURAL & ENVIRONME							27000 1		
BIOLOGICAL SCIENCES								28000 1	
MATHEMATICS					19852 4	26798 1			
OTHER PHYSICAL & EARTH SC					19000 1				

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING		21000 1						20900 1	
BUSINESS ADMINISTRATION	12000 1						22800 1	17500 2	26000 2
ECONOMICS & FINANCE							28000 1		44000 1
HUMAN RESOURCES (incl. LA						25000 1			
MARKETING/MARKETING MANAG			33000 1					18500 2	18500 1
ADVERTISING								28000 1	
COMMUNICATIONS									35000 1
LETTERS (incl. English)								21000 1	
SOCIOLOGY	20000 1		18084 1						
SOCIAL SCIENCES-OTHER								27600 1	
CHEMICAL ENGINEERING						41540 3			40368 5
CIVIL ENGINEERING								30005 4	33960 1
ELECTRICAL/ELECTRONIC					31433 3		35800 1	33000 1	
MECHANICAL ENGINEERING					28476 1	42100 1	34429 7	32300 1	40160 4
METALLURGICAL ENGINEERING								28500 1	
OTHER AGRICULTURAL SCIENC				20000 1		21000 1			
COMPUTER SCIENCE					37000 1			20176 1	34261 2
INFORMATION SCIENCES								27560 1	
ALLIED HEALTH			20000 1						
HEALTH SCIENCES	13000 1								
CHEMISTRY									35000 1
MATHEMATICS				25000 1					

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	28000	1													27500	1	22000	1
BUSINESS ADMINISTRATION	31000	1	15000	1	31000	1												
ECONOMICS & FINANCE	13000	1			26000	2			30000	1								
HOTEL/RESTAURANT MGMT.					24000	1												
HUMAN RESOURCES (incl. LA									30000	1								
MANAGEMENT INFO SYSTEMS			29500	1														
MARKETING/MARKETING MANAG	26333	3	25375	4	29600	4			23000	1			31008	1				
ADVERTISING															17000	1		
JOURNALISM													12000	1				
CHEMICAL ENGINEERING									40000	1			38400	1	42550	2		
CIVIL ENGINEERING																	40080	1
COMPUTER ENGINEERING			35000	1														
ELECTRICAL/ELECTRONIC	12480	1	27262	10	35500	2							36750	2	39300	1		
INDUSTRIAL ENGINEERING			28250	2									30500	2				
MECHANICAL ENGINEERING			35413	6			36000	1	34000	2			34000	1	40000	1		
METALLURGICAL ENGINEERING									31464	1								
INDUSTRIAL TECHNOLOGY			28000	1														
ANIMAL SCIENCES					21750	2												
OTHER AGRICULTURAL SCIENC					32250	2							35000	1	35000	1		
COMPUTER SCIENCE									29000	1					28000	2		
COMPUTER PROGRAMMING			34500	2											28000	1		

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					31000 1		24400 3
BUSINESS ADMINISTRATION					23000 2		21000 1
ECONOMICS & FINANCE							16500 2
HUMAN RESOURCES (incl. LA					22000 1		
MARKETING/MARKETING MANAG					22000 1		28090 6
COMMUNICATIONS		24000 1					12480 1
TELECOMMUNICATIONS/BROADC							16500 1
TEXTILES & CLOTHING					25750 2		
VISUAL & PERFORMING ARTS						22000 1	13500 1
CHEMICAL ENGINEERING					40000 1	39600 1	36660 1
ELECTRICAL/ELECTRONIC			25000 1			33500 2	
INDUSTRIAL ENGINEERING			29000 1		32833 3		
MECHANICAL ENGINEERING			35250 2	31700 2	32875 4	35400 2	27407 3
METALLURGICAL ENGINEERING				36850 2			
PHARMACY							43500 3
MATHEMATICS					30000 1	27400 1	

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27599 72 40000/24500	21333 3		21444 34 27000/17800	18000 2	18000 1	26119 9	27563 4	26750 2
BACHELOR - TECHNICAL				21750 2		18000 1	26667 9	29400 3	29050 12

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23320 5	26893 7	21595 3	22919 15	25000 1	22046 45 35000/17000		20798 4	19850 4
BACHELOR - TECHNICAL		12000 1	21600 1	27080 8		41832 26 52000/39500	24000 1	34284 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	20000 1		22500 2	25337 4	19114 69 33000/13500	20889 12	18779 17	21114 5	18917 6
BACHELOR - TECHNICAL		24000 1	24126 5	31513 11	19452 8	25538 6	25452 5	31700 7	24700 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	16000 2	21000 1	25542 2			25000 1	25400 2	21188 8	29900 5
BACHELOR - TECHNICAL	13000 1		20000 1	22500 2	31955 5	37544 5	34600 8	29062 9	38459 13

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25167 6	24333 6	28175 8		27667 3		21504 2	22250 2	22000 1
BACHELOR - TECHNICAL	12480 1	30618 22 40000/24500	29833 6	36000 1	33693 5		34557 7	35425 8	40080 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		24000 1			24643 7	22000 1	
BACHELOR - TECHNICAL			31125 4	34275 4	33333 9	34133 6	

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	34605 13			30000 1					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	24000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			27900 1	38000 1					40000 1
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1		34000 1		49000 1
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	40000 1							32000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							38000 3
MBA--TECH							

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27523 66 40000/24000	23013 27 33000/18900	21000 1		27000 1				
BUSINESS ADMINISTRATION	21500 2	13000 3	20717 6						20000 1
ECONOMICS & FINANCE	28000 4	24000 2	21967 3						19500 2
MARKETING/MARKETING MANAG			22333 3						
COMMUNICATIONS				19500 2					
JOURNALISM				18000 1					
MERCHANDISING MANAGEMENT			14000 1						
AGRIBUSINESS			21000 1						
MATHEMATICS		15000 1							

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			13500 1						
BUSINESS ADMINISTRATION			18000 1						
ECONOMICS & FINANCE			20500 2						
MARKETING/MARKETING MANAG		25380 1						20488 1	
ADVERTISING							19500 2	21500 1	
COMMUNICATIONS						12480 1		18000 1	
JOURNALISM								13500 1	
TELECOMMUNICATIONS/BROADC							16500 1		
HUMAN ECOLOGY (HOME ECONO				13000 1					
VISUAL & PERFORMING ARTS				22000 1					
INDUSTRIAL ENGINEERING			29000 1						

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING									18759 6
BUSINESS ADMINISTRATION		23950 2				21000 1	24211 9	17686 1	
ECONOMICS & FINANCE	18000 1						22625 4		
HUMAN RESOURCES (incl. LA		30000 1					23750 2		
MARKETING/MARKETING MANAG		22185 4	25500 4				26288 25 38400/18000	24000 1	
REAL ESTATE							16600 1		
ADVERTISING	20000 1						24000 3		
COMMUNICATIONS							29500 2		24000 1
JOURNALISM	24000 1						12000 1		
TELECOMMUNICATIONS/BROADC							30000 1		
TEXTILES & CLOTHING			19000 1						
LETTERS (incl. English)							16500 2		
HUMANITIES - OTHER							23000 1		
HISTORY	31250 1								
SOCIAL SCIENCES-OTHER							27600 1		
INDUSTRIAL ENGINEERING							29000 1		
MECHANICAL ENGINEERING				24000 1			29050 2		
OTHER AGRICULTURAL SCIENC		27000 1							
BIOLOGICAL SCIENCES							10000 1		
CHEMISTRY							35000 1		

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27789 1						
ECONOMICS & FINANCE	18453 2								
MARKETING/MARKETING MANAG								30000 1	
HUMANITIES - OTHER		15360 1							
CRIMINAL JUSTICE		25667 3		21000 1					
POLITICAL SCIENCE/GOVT		18880 2	20000 1						
SOCIAL SCIENCES-OTHER		26000 1			18000 1				
CHEMICAL ENGINEERING									40713 3
CIVIL ENGINEERING							27557 11	40080 1	
COMPUTER ENGINEERING							35000 1		
ELECTRICAL/ELECTRONIC							34023 2		33050 6
INDUSTRIAL ENGINEERING									31917 6
MECHANICAL ENGINEERING							32195 5		35719 9
METALLURGICAL ENGINEERING							31464 1		38700 1
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER PROGRAMMING									40000 1
CHEMISTRY								26000 1	
GEOLOGY & GEOLOGICAL SCI								21000 1	
MATHEMATICS									30000 1
OTHER PHYSICAL & EARTH SC								25000 1	

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOMICS & FINANCE					25000 1		44000 1		
MANAGEMENT INFO SYSTEMS			24000 1						
AGRICULTURAL ENGINEERING									25000 1
CHEMICAL ENGINEERING					42500 1	40650 2	40030 6	40250 2	39600 1
CIVIL ENGINEERING							33960 1	28000 1	26900 1
COMPUTER ENGINEERING			30667 3						
ELECTRICAL/ELECTRONIC	28192 3	34440 4		33500 1		23420 2	38500 1	33500 2	28100 10
INDUSTRIAL ENGINEERING	32480 1							29300 1	24500 1
MECHANICAL ENGINEERING		33800 1		38000 1	36000 2		34000 1	36309 9	33271 15
METALLURGICAL ENGINEERING					28500 1				
ENGINEERING TECHNOLOGY			27000 1						26000 1
ANIMAL SCIENCES					24000 1				
OTHER AGRICULTURAL SCIENC					35000 1			36250 2	
COMPUTER SCIENCE			30333 3						34530 3
COMPUTER PROGRAMMING						30000 1			

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
SPECIAL EDUCATION									32000 1
OTHER AGRICULTURAL SCIENC									18000 1
ALLIED HEALTH			26450 2				31000 1		20000 1
HEALTH SCIENCES		21069 1							18000 2
NURSING				23070 2					
PHARMACY						43970 29 52000/40000			
BIOLOGICAL SCIENCES									28000 1

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BUSINESS ADMINISTRATION	20000	1																
MANAGEMENT INFO SYSTEMS									22767	3	27192	3	29633	3				
MARKETING/MARKETING MANAG	33000	1							27000	2								
REAL ESTATE																	17686	1
ADVERTISING	12000	1																
PSYCHOLOGY			24667	3			20450	2										
SOCIOLOGY	18084	1	20000	1			18084	1										
SOCIAL SCIENCES-OTHER	16880	2	15000	1			20000	1										
ELECTRICAL/ELECTRONIC													25740	2				
ANIMAL SCIENCES																	17600	1
OTHER AGRICULTURAL SCIENC																	17667	3
COMPUTER SCIENCE									25950	9	24500	3						
COMPUTER PROGRAMMING									26111	6								
INFORMATION SCIENCES									19600	1	27534	5						
HEALTH SCIENCES			19000	1														

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BUSINESS ADMINISTRATION			22550 2	22690 21 36000/19000					15000 1
ECONOMICS & FINANCE				23592 12					
HOTEL/RESTAURANT MGMT.				20892 2					
HUMAN RESOURCES (incl. LA				20500 3					
MARKETING/MARKETING MANAG				21760 15					
COMMUNICATIONS				24000 1					
JOURNALISM				18000 1					15000 1
ELEMENTARY EDUCATION									18526 30 24000/13000
PRE-ELEMENTARY EDUCATION									16758 6
PHYSICAL EDUCATION									17167 3
SPECIAL EDUCATION									20939 9
HUMAN ECOLOGY (HOME ECONO									19250 2
TEXTILES & CLOTHING				25750 2					
MERCHANDISING MANAGEMENT				22000 1					
FOREIGN LANGUAGES									24000 1
LETTERS (incl. English)		27900 1							18905 5
VISUAL & PERFORMING ARTS	13500 1								24025 4
HISTORY						25000 1			17750 2
POLITICAL SCIENCE/GOVT				21720 3					26000 1
PSYCHOLOGY				23900 5					
SOCIAL SCIENCES-OTHER				23000 1					
ELECTRICAL/ELECTRONIC	24000 1								
INDUSTRIAL ENGINEERING		32100 1							

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
METALLURGICAL ENGINEERING								35000 1	
ANIMAL SCIENCES				19500 1					
OTHER AGRICULTURAL SCIENC				21600 1					
COMPUTER PROGRAMMING								26000 1	
ARCHITECTURAL & ENVIRONME	27000 1								
MATHEMATICS				21500 2	27099 2				19852 4
OTHER PHYSICAL & EARTH SC									19000 1

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27382 72 40000/24000	22136 32 33000/14400	20871 14	19000 3	27000 1				19667 3
BACHELOR - TECHNICAL		15000 1	21000 1						

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25380 1	18125 4	17500 2		12480 1	18500 3	18372 4	
BACHELOR - TECHNICAL			29000 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	23313 4	23806 7	24200 5			21000 1	24737 52 38400/18000	20843 2	19507 7
BACHELOR - TECHNICAL		27000 1		24000 1			26420 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18453 2	22303 7	23895 2	21000 1	18000 1			30000 1	
BACHELOR - TECHNICAL							29931 20 35045/23731	28020 4	34647 28 42420/29530

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			24000 1		25000 1		44000 1		
BACHELOR - TECHNICAL	29264 4	34312 5	30000 7	35750 2	33667 6	31628 5	38516 9	35534 17	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL		21069 1	26450 2	23070 2		43970 29 52000/40000	31000 1		

AVERAGE SALARY OFFERS MARCH 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /	SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL	AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	19474	6	21800	5		19746	4	24460	5	27192	3	29633	3		17686	1
BACHELOR - TECHNICAL			19000	1				25613	16	26396	8	25740	2		17650	4

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE	MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON	RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL	13500	1	27900	1	22550	2	22574 36000/18000	67			25000	1			19091 32000/14300	65
BACHELOR - TECHNICAL	25500	2	32100	1			21025	4	27099	2				30500	2	19681	5

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Troy State University - Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Polytechnic Institute & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 10, 1993, through April 8, 1993) and cumulatively (September 1, 1992, and April 8, 1993).

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SCPA REGIONAL Report No. 3 APRIL 1993

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	21	362	$28252	$29042	$31500	$29000	$26000	123	1496	$26059	$28037	$31500	$27500	$19600
BUSINESS ADMINISTRATION	18	70	24972	25999	*	*	*	70	345	22610	24569	28000	23000	16000
DISTRIBUTION MANAGEMENT	+	6	+	30500				+	16	+	28588			
ECONOMICS & FINANCE	7	92	25386	28218	*	*	*	41	347	23929	27070	28600	24000	17000
HOTEL/RESTAURANT MGMT.	+	1	+	26000				2	19	20892	22029	*	*	*
HUMAN RESOURCES (incl. LA	1	1	26000	26000	*	*	*	7	18	23571	26044	*	*	*
MANAGEMENT INFO SYSTEMS	+	38	+	30178				10	140	26278	29515	*	*	*
MARKETING/MARKETING MANAG	5	87	20980	25478	*	*	*	63	361	24335	24657	31008	24000	18500
REAL ESTATE	+	+	+	+				2	12	17143	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	21600				8	18	20563	23633	*	*	*
COMMUNICATIONS	2	8	12000	19749	*	*	*	10	76	20048	21731	*	*	*
JOURNALISM	+	3	+	28000				6	22	16750	19203	*	*	*
TELECOMMUNICATIONS/BROADC	+	4	+	22600				2	11	23250	23127	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	11	14	20680	20610	*	*	*	41	143	19104	20451	23000	18500	16000
PRE-ELEMENTARY EDUCATION	+	+	+	+				6	14	16758	16200	*	*	*
PHYSICAL EDUCATION	+	1	+	20800				3	13	17167	21823	*	*	*
SPECIAL EDUCATION	+	+	+	+				10	22	22045	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				3	14	17167	19584	*	*	*
TEXTILES & CLOTHING	1	9	30000	23222	*	*	*	4	14	25125	22398	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				2	6	18000	20167	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	1	18000	18000	*	*	*	2	5	21000	22093	*	*	*
LETTERS (incl. English)	2	6	26500	26017	*	*	*	10	40	20843	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				6	22	21933	20429	*	*	*
HUMANITIES - OTHER	+	2	+	28000				2	12	19180	23050	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	2	19500	19500	*	*	*	6	13	22833	22323	*	*	*
HISTORY	3	4	28833	27375	*	*	*	7	25	25464	22980	*	*	*
POLITICAL SCIENCE/GOVT	1	1	17750	17750	*	*	*	8	29	20834	22513	*	*	*
PSYCHOLOGY	1	4	19500	24125	*	*	*	11	45	23082	20857	*	*	*
SOCIOLOGY	1	2	17000	19750	*	*	*	4	17	18292	19140	*	*	*
SOCIAL SCIENCES-OTHER	1	15	30000	27400	*	*	*	9	54	21484	23745	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	18	+	31495				+	39	+	31738			
AGRICULTURAL ENGINEERING	+	1	+	39000				1	7	25000	33014	*	*	*
ARCHITECTURAL ENGINEERING	+	8	+	26050				+	14	+	27171			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	26333			
CHEMICAL ENGINEERING	4	90	39850	39897	*	*	*	19	333	40296	39821	*	*	*
CIVIL ENGINEERING	+	37	+	29582				15	226	28805	29417	*	*	*
COMPUTER ENGINEERING	+	37	+	36358				4	188	31750	34043	*	*	*
ELECTRICAL/ELECTRONIC	8	113	33894	34703	*	*	*	42	504	31004	34184	36000	33000	24000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	2	42	$33750	$32055	*	*	*	14	189	$31099	32903	*	*	*
MECHANICAL ENGINEERING	2	139	30400	35115	*	*	*	48	620	33937	34651	$38400	$34900	$28476
METALLURGICAL ENGINEERING	1	8	34000	34751	*	*	*	5	44	33533	34255	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	34800				+	17	+	32616			
NUCLEAR ENGINEERING	+	3	+	35940				+	6	+	34887			
PETROLEUM ENGINEERING	+	8	+	40738				+	22	+	39732			
TEXTILE ENGINEERING	2	2	37900	37900	*	*	*	2	2	37900	37900	*	*	*
ENGINEERING TECHNOLOGY	+	21	+	31827				2	47	26500	31153	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				1	2	28000	27750	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				1	12	21000	23983	*	*	*
ANIMAL SCIENCES	+	2	+	17200				3	15	20367	20706	*	*	*
PLANT SCIENCES	+	+	+	+				+	2	+	25000			
NATURAL RESOURCES	+	1	+	24000				+	5	+	21600			
OTHER AGRICULTURAL SCIENC	1	2	36500	33250	*	*	*	10	16	26360	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	70	30980	32270	*	*	*	22	299	28434	31388	34000	28000	22500
COMPUTER PROGRAMMING	+	+	+	+				9	14	28074	28511	*	*	*
INFORMATION SCIENCES	1	12	33000	27167	*	*	*	7	66	27181	28668	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				4	10	25975	30219	*	*	*
HEALTH SCIENCES	+	2	+	36000				4	11	19017	22088	*	*	*
NURSING	+	6	+	24812				2	21	23070	29840	*	*	*
PHARMACY	6	7	47800	46829	*	*	*	35	41	44627	44126	46500	46000	40000
SCIENCES														
ACTUARIAL	+	+	+	+				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	1	3	27500	20600	*	*	*	2	11	27250	21804	*	*	*
BIOLOGICAL SCIENCES	1	6	19226	20415	*	*	*	3	24	19075	22341	*	*	*
CHEMISTRY	+	3	+	30027				2	26	30500	30114	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				1	5	21000	27392	*	*	*
MATHEMATICS	3	5	26667	26600	*	*	*	13	42	23200	24925	*	*	*
PHYSICS	1	2	26000	29500	*	*	*	1	5	26000	25096	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				2	5	22000	21448	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	115	1386						752	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	20	334	$28365	$29014	$31800	$29750	$22000	92	1222	$27596	$28443	$32000	$28000	$24000
ACCOUNTING (PRIVATE)	1	42	26000	28294	*	*	*	34	288	22040	26408	28000	23000	14400
COMMERCIAL BANKING (CONSU	14	21	25214	25809	*	*	*	29	53	22972	23449	27000	23400	17800
COMMERCIAL BANKING (LENDI	2	21	19000	25771	*	*	*	5	44	19000	25540	*	*	*
INVESTMENT BANKING (CORP	3	6	32667	31667	*	*	*	4	15	31250	31433	*	*	*
INVESTMENT BANKING (MERG	+	1	+	18000				+	6	+	31000			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	2	+	40000				+	9	+	28444			
FINANCIAL/TREASURY ANALYS	+	22	+	30880				3	115	19667	28278	*	*	*
PORTFOLIO MANAGEMENT / BR	+	2	+	26500				+	17	+	24252			
UNDERWRITING	+	10	+	25672				1	33	25380	23900	*	*	*
INSURANCE - CLAIMS	+	2	+	25917				5	22	20300	23332	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	29600				2	23	17500	25534	*	*	*
MEDIA PLANNING	+	1	+	32000				+	10	+	20680			
REPORTING	+	1	+	18000				1	10	12480	17684	*	*	*
COMMUNICATIONS-PRODUCTION	+	1	+	26500				3	11	18500	23855	*	*	*
PUBLIC RELATIONS	+	3	+	23667				4	19	18372	21593	*	*	*
WRITING / EDITING	1	4	19500	23625	*	*	*	1	8	19500	22138	*	*	*
MARKETING														
ADVERTISING	+	1	+	14500				4	16	23313	22628	*	*	*
BRAND/PRODUCT MANAGEMENT	2	4	32500	33250	*	*	*	10	42	25864	26195	*	*	*
BUYER/MERCHANDISING	+	52	+	24760				5	97	24200	24859	*	*	*
DISTRIBUTION	+	5	+	29400				1	21	24000	28619	*	*	*
MARKET RESEARCH	+	1	+	25000				+	27	+	23774			
PURCHASING	+	1	+	28000				1	4	21000	23350	*	*	*
SALES	7	76	24886	28165	*	*	*	64	344	24885	25668	35000	24500	17000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				2	12	20843	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	+	+	+				7	31	19507	23893	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				2	3	18453	21009	*	*	*
LAW ENFORCEMENT	+	+	+	+				7	14	22303	23268	*	*	*
MILITARY	+	+	+	+				2	16	23895	25979	*	*	*
NATIONAL SECURITY	+	+	+	+				1	3	21000	31400	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				1	8	18000	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	2	+	37000			
DESIGN / CONSTRUCT	1	67	22100	31681	*	*	*	21	304	29558	31015	33000	30000	23731
ENVIRONMENTAL/SANITATION	+	11	+	33572				5	54	28416	31711	*	*	*
MANUFACTURING/INDUSTRIAL	4	71	35600	35690	*	*	*	32	328	34766	34953	40000	34000	30000
SYSTEMS / PROGRAMMING	+	24	+	33481				4	73	29264	32711	*	*	*
POWER SYSTEMS	+	12	+	33390				5	71	34312	34380	*	*	*
SOFTWARE DESIGN & DEVELOP	1	28	33500	35283	*	*	*	9	116	29722	33436	*	*	*
HARDWARE DESIGN & DEVELOP	1	30	32100	36155	*	*	*	3	92	34533	35666	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	22	$29250	$36258	*	*	*	8	81	$32031	$35783	*	*	*
TESTING	+	6	+	33769				5	40	31628	32421	*	*	*
PROCESS ENGINEERING	4	66	37350	39667	*	*	*	14	228	38574	39436	*	*	*
PROJECT ENGINEERING	6	31	33467	34783	*	*	*	23	206	34995	35259	$38400	$35280	$29300
OTHER ENGINEERING	3	122	35333	34946	*	*	*	36	520	31435	33992	36500	33000	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				+	10	+	25362			
INDUSTRIAL HYGIENE	+	1	+	29000				1	2	21069	25035	*	*	*
MEDICAL TECHNOLOGY	+	2	+	31000				2	6	26450	30025	*	*	*
NURSES / PERSONAL CARE	+	6	+	24812				2	25	23070	29473	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	4	+	33260			
PHARMACIST	6	7	47800	46829	*	*	*	35	41	44627	44126	46500	46000	40000
PHYSICAL THERAPY	+	1	+	45000				1	4	31000	24875	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	1	+	16300				6	24	22333	20856	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	2	2	15875	15875	*	*	*	8	18	18574	19547	*	*	*
COUNSELING	+	1	+	31000				6	19	21333	21105	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	15550			
SOCIAL WORK	1	1	15000	15000	*	*	*	5	17	18797	20203	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	52	30667	30503	*	*	*	24	210	26005	29486	30663	25500	21870
INFORMATION SYSTEMS	+	30	+	31206				11	168	26613	30154	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	18	31920	33713	*	*	*	6	97	28717	32326	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	2	17000	17000	*	*	*	1	6	17000	25470	*	*	*
AGRICULTUR/NATURAL RESOU	+	3	+	18288				5	29	17657	21470	*	*	*
ARCHITECTURE	+	2	+	17150				3	8	21500	21360	*	*	*
CONSULTING	7	63	26243	31014	*	*	*	9	244	27078	31735	*	*	*
HUMAN RESOURCES	1	3	26000	21000	*	*	*	3	26	23700	23473	*	*	*
MANAGEMENT TRAINEE	8	58	22975	24412	*	*	*	79	341	22536	23631	28000	22000	18000
MATH/STATISTICIANS	+	+	+	+				2	5	27099	28000	*	*	*
PARALEGAL	1	3	18000	19667	*	*	*	2	9	21500	19956	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	24000				+	4	+	30250			
RESEARCH - TECHNICAL	+	2	+	26000				2	14	30500	29493	*	*	*
TEACHING	13	19	20977	21609	*	*	*	83	268	19422	20549	24000	18900	15000
TOTALS	115	1386						752	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 3 APRIL 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	1	$32000	$32000	*	*	*	6	44	$29563	$30409	*	*	*
MBA--NON-TECH	21	34	37111	37425	$45000	$36000	$31000	47	174	35832	35983	$42000	$35500	$29000
MBA--TECH	5	8	40140	48713	*	*	*	5	21	40140	42280	*	*	*
MS-BUSINESS	+	1	+	44000				2	6	28750	32917	*	*	*
ECONOMICS & FINANCE (BANK	+	7	+	40600				+	10	+	36820			
HUMAN RESOURCES (INCL LAB	5	5	33280	33280	*	*	*	8	13	33300	31031	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	41900				+	12	+	37200			
MARKETING/MKTNG MGT (RESE	+	3	+	51667				+	5	+	40799			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				1	2	21800	25900	*	*	*
JOURNALISM	+	+	+	+				1	1	15000	15000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	1	1	34000	34000	*	*	*	2	15	29500	27662	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				1	5	18500	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	1	1	28500	28500	*	*	*	2	8	52500	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				1	1	40000	40000	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	5	+	45869				+	8	+	42668			
AGRICULTURAL	+	+	+	+				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	2	+	41790				2	17	40390	41336	*	*	*
CIVIL	+	5	+	40668				3	38	33967	34688	*	*	*
COMPUTER	+	3	+	36167				4	20	38443	38902	*	*	*
ELECTRICAL/ELECTRONIC	+	27	+	41800				3	137	34712	40654	*	*	*
INDUSTRIAL	+	2	+	54252				1	28	38000	40461	*	*	*
MECHANICAL	+	33	+	41008				+	102	+	40659			
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

SCPA REGIONAL Report No. 3 APRIL 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	2	+	$41500			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	22800				1	5	$32000	28773	*	*	*
NURSING	+	+	+	+				1	3	35000	29390	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	27500				+	2	+	27500			
CHEMISTRY	+	6	+	36990				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	9	+	36017				2	50	41250	37778	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	+	+	+				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	34	161						93	793					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	7	24	$42095	$53057	*	*	*	19	82	$40098	$46051	*	*	*
MBA--TECH	4	9	52250	53000	*	*	*	4	16	52250	50131	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	21	52	47629	54802	$60000	$43000	$37400	22	106	48874	52277	$60000	$43125	$37400
MBA--TECH	6	38	51400	58333	*	*	*	7	65	51200	56070	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	3	25	52100	55692	*	*	*	8	123	46863	50754	*	*	*
MBA--TECH	1	17	55000	62482	*	*	*	2	39	51250	58540	*	*	*
TOTALS	42	165						62	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54755				+	5	+	$51604			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	7	$54000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	32000	32000	*	*	*
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	20000				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	55250				2	31	59500	54347	*	*	*
CIVIL	+	1	+	61500				+	2	+	48750			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	16	+	54807				+	24	+	54767			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	7	+	50343				+	21	+	50773			
METALLURGICAL	+	1	+	57800				+	8	+	52910			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	25000				+	1	+	25000			
BIOLOGICAL	+	+	+	+				1	1	38000	38000	*	*	*
CHEMISTRY	+	7	+	54629				+	21	+	53605			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	1	2	$40298	51949	*	*	*	1	7	40298	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	44						9	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27900 86 40000/24000			23167 6				23175 2	
BUSINESS ADMINISTRATION	21500 2			22076 17	31000 2		20000 1	29375 4	23500 1
ECONOMICS & FINANCE	28000 4	25000 1		22242 12	18000 1			29700 1	
MANAGEMENT INFO SYSTEMS				24000 1			29015 5		
MARKETING/MARKETING MANAG		25000 1		22317 6		18000 1	22500 4		30000 1
ADVERTISING		15000 1							
COMMUNICATIONS				20000 1					
JOURNALISM		24000 1		18000 1	18000 1				
MERCHANDISING MANAGEMENT				14000 1					
FOREIGN LANGUAGES								18000 1	
LETTERS (incl. English)				26500 2				27900 1	
HISTORY				24000 1	36000 1			26500 1	
AGRICULTURAL ENGINEERING								25000 1	
CHEMICAL ENGINEERING									40750 2
CIVIL ENGINEERING								30720 1	30000 1
COMPUTER ENGINEERING							32000 1		30000 2
ELECTRICAL/ELECTRONIC								32100 1	31602 3
INDUSTRIAL ENGINEERING								32480 1	
MECHANICAL ENGINEERING									32900 2
ENGINEERING TECHNOLOGY							27000 1		26000 1
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE				22500 1			27625 8		
COMPUTER PROGRAMMING							26000 2		

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
CHEMISTRY									26000 1
GEOLOGY & GEOLOGICAL SCI									21000 1
MATHEMATICS				26000 2		18000 1		28000 1	
OTHER PHYSICAL & EARTH SC									25000 1

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				13500 1		29500 2		14400 1	12000 1
BUSINESS ADMINISTRATION	20000 1	24000 1	23500 2	19000 2		22386 14			23400 1
ECONOMICS & FINANCE	25867 3	24000 1		22167 3		20833 3			
HOTEL/RESTAURANT MGMT.			17784 1						
HUMAN RESOURCES (incl. LA				20500 2					
MANAGEMENT INFO SYSTEMS				23400 1					
MARKETING/MARKETING MANAG		21000 1		28793 3		22742 19			
ADVERTISING				27000 1					22000 2
COMMUNICATIONS	19000 1	10000 1		18000 1					
TELECOMMUNICATIONS/BROADC				30000 1					
HUMAN ECOLOGY (HOME ECONO						13000 1			
TEXTILES & CLOTHING						19000 1			
MERCHANDISING MANAGEMENT						22000 1			
LETTERS (incl. English)						12000 1			
HUMANITIES - OTHER						23000 1			
CRIMINAL JUSTICE		30000 1						24500 1	
HISTORY		31250 1			25000 1				
POLITICAL SCIENCE/GOVT						21720 3		18293 1	
PSYCHOLOGY		35000 1				21125 4		19500 1	
SOCIOLOGY				17000 1					
SOCIAL SCIENCES-OTHER		23000 1						26000 1	
INDUSTRIAL ENGINEERING				29000 1					
MECHANICAL ENGINEERING							24000 1		

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
OTHER AGRICULTURAL SCIENC		12000 1	21600 1						
COMPUTER SCIENCE				23623 3				34284 2	
COMPUTER PROGRAMMING				30663 1					
INFORMATION SCIENCES				28703 3					
PHARMACY						44981 30 57000/40000			
BIOLOGICAL SCIENCES						10000 1			
MATHEMATICS						15000 1			

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	20000 1			24516 3	11460 1	19200 2	18759 6	23000 1	19000 1
BUSINESS ADMINISTRATION					15000 1	22592 3	20000 1		20000 2
ECONOMICS & FINANCE						21906 1			
HUMAN RESOURCES (incl. LA			21000 1						
MANAGEMENT INFO SYSTEMS				27800 1			13000 1		
MARKETING/MARKETING MANAG						24000 1		20488 1	
REAL ESTATE						17686 1	16600 1		
ADVERTISING								12000 1	21500 1
COMMUNICATIONS			24000 1			24000 1	14000 1		
JOURNALISM					14250 2				
ELEMENTARY EDUCATION					19104 41 30000/16000				
PRE-ELEMENTARY EDUCATION					16758 6				
PHYSICAL EDUCATION					17167 3				
SPECIAL EDUCATION					20939 9			32000 1	
HUMAN ECOLOGY (HOME ECONO					19250 2				
FOREIGN LANGUAGES					24000 1				
LETTERS (incl. English)					18905 5				
VISUAL & PERFORMING ARTS					24025 4				
HUMANITIES - OTHER							15360 1		
CRIMINAL JUSTICE			21000 1				20500 3		
HISTORY					17750 2				
POLITICAL SCIENCE/GOVT					26000 1	20000 1	18608 2		
PSYCHOLOGY					33000 1	20900 1	21500 2		18000 1

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIOLOGY								18084 1	
SOCIAL SCIENCES-OTHER					20000 1	16000 1	17880 2		15000 1
CIVIL ENGINEERING			24126 5				28330 2		
ELECTRICAL/ELECTRONIC		29250 1		32840 5		24000 1	24000 1		
INDUSTRIAL ENGINEERING						29300 1			32100 1
MECHANICAL ENGINEERING				33860 4		29530 1			
ANIMAL SCIENCES						17600 1			
OTHER AGRICULTURAL SCIENC					18000 1				
COMPUTER PROGRAMMING				23500 2		26000 1			
INFORMATION SCIENCES		24000 1					19600 1		
ALLIED HEALTH								27967 3	
HEALTH SCIENCES					21069 1				21000 2
NURSING					18140 1			28000 1	
PHARMACY								41000 2	
ARCHITECTURAL & ENVIRONME							27000 1		
BIOLOGICAL SCIENCES					19226 1			28000 1	
MATHEMATICS					19852 4	26798 1			
PHYSICS					26000 1				
OTHER PHYSICAL & EARTH SC					19000 1				

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING		21000 1						20900 1	
BUSINESS ADMINISTRATION	12000 1		15000 1				22800 1	17500 2	26000 2
ECONOMICS & FINANCE							28000 1		44000 1
HUMAN RESOURCES (incl. LA				26000 1		25000 1			
MARKETING/MARKETING MANAG			33000 1					18500 2	18500 1
ADVERTISING								28000 1	
COMMUNICATIONS									35000 1
LETTERS (incl. English)								21000 1	
SOCIOLOGY	20000 1		18084 1						
SOCIAL SCIENCES-OTHER								27600 1	
CHEMICAL ENGINEERING						41540 3			40368 5
CIVIL ENGINEERING								30005 4	33960 1
ELECTRICAL/ELECTRONIC					31433 3		35800 1	33000 1	
MECHANICAL ENGINEERING					28476 1	42100 1	32888 8	32300 1	40160 4
METALLURGICAL ENGINEERING								28500 1	
OTHER AGRICULTURAL SCIENC				20000 1		21000 1			
COMPUTER SCIENCE					37000 1			20176 1	34261 2
INFORMATION SCIENCES								27560 1	
ALLIED HEALTH			20000 1						
HEALTH SCIENCES	13000 1								
ARCHITECTURAL & ENVIRONME								27500 1	
CHEMISTRY									35000 1
MATHEMATICS				25000 1					

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	28000 1							27500 1	22000 1
BUSINESS ADMINISTRATION	31000 1	15000 1	31000 1					28000 1	
ECONOMICS & FINANCE	13000 1		26000 2		30000 1				
HOTEL/RESTAURANT MGMT.			24000 1						
HUMAN RESOURCES (incl. LA					30000 1				
MANAGEMENT INFO SYSTEMS		29500 1							
MARKETING/MARKETING MANAG	26333 3	25375 4	29600 4		23000 1		31008 1		
ADVERTISING								17000 1	
JOURNALISM							12000 1		
CHEMICAL ENGINEERING					40000 1		38400 1	42550 2	
CIVIL ENGINEERING									40080 1
COMPUTER ENGINEERING		35000 1							
ELECTRICAL/ELECTRONIC	12480 1	29601 14	35500 2				36750 2	39300 1	
INDUSTRIAL ENGINEERING		28250 2					30500 2	34000 1	
MECHANICAL ENGINEERING		35413 6		36000 1	34000 2		34000 1	40000 1	
METALLURGICAL ENGINEERING		34000 1			31464 1				
INDUSTRIAL TECHNOLOGY		28000 1							
ANIMAL SCIENCES			21750 2						
OTHER AGRICULTURAL SCIENC			32250 2				35000 1	35000 1	
COMPUTER SCIENCE					29000 1			28000 2	
COMPUTER PROGRAMMING		34500 2						28000 1	
INFORMATION SCIENCES		33000 1							

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					31000 1		24400 3
BUSINESS ADMINISTRATION					23000 2		22500 2
ECONOMICS & FINANCE							22000 5
HUMAN RESOURCES (incl. LA					22000 1		
MARKETING/MARKETING MANAG					22000 1		26977 7
COMMUNICATIONS		24000 1					12480 1
TELECOMMUNICATIONS/BROADC							16500 1
TEXTILES & CLOTHING					27167 3		
VISUAL & PERFORMING ARTS						22000 1	13500 1
SOCIAL SCIENCES-OTHER		30000 1					
CHEMICAL ENGINEERING					39300 3	39600 1	36660 1
ELECTRICAL/ELECTRONIC			25000 1			33500 2	34000 2
INDUSTRIAL ENGINEERING			29000 1		33000 4		
MECHANICAL ENGINEERING			35250 2	34033 3	32875 4	35400 2	27407 3
METALLURGICAL ENGINEERING				36850 2			
TEXTILE ENGINEERING					37900 2		
OTHER AGRICULTURAL SCIENC					36500 1		
COMPUTER SCIENCE							31920 1
PHARMACY							43500 3
MATHEMATICS					30000 1	27400 1	

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27765 92 40000/24000	22250 4		22252 48 33000/17800	26800 5	18000 1	25508 10	26595 10	26750 2
BACHELOR - TECHNICAL				23875 4		18000 1	27667 12	29660 5	30722 14

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23320 5	24781 8	21595 3	22549 16	25000 1	22113 50 35000/17000		20539 5	19850 4
BACHELOR - TECHNICAL		12000 1	21600 1	27080 8		42951 32 57000/39500	24000 1	34284 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	20000 1		22000 3	25337 4	19329 80 3000/14000	20889 12	18449 20 23000/15300	21114 5	18917 6
BACHELOR - TECHNICAL		26625 2	24126 5	31513 11	20084 10	25538 6	25452 5	31700 7	24700 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	16000 2	21000 1	22028 3	26000 1		25000 1	25400 2	21188 8	29900 5
BACHELOR - TECHNICAL	13000 1		20000 1	22500 2	31955 5	37544 5	33211 9	28906 10	38459 13

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25167 6	24333 6	28175 8		27667 3		21504 2	24167 3	22000 1
BACHELOR - TECHNICAL	12480 1	31514 28 40000/24500	29833 6	36000 1	33693 5		34557 7	35267 9	40080 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		27000 2			25313 8	22000 1	
BACHELOR - TECHNICAL			31125 4	35160 5	34913 15	34133 6	

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	34062 14			32250 4				37136 9	
MBA--TECH								42700 3	37000 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32000 2					45120 1			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			27900 1	36000 2				28500 1	40000 1
MBA--TECH			35600 1						

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH	-				26000 1	41000 1	34000 1		49000 1
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	40000 1	44250 2						32000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH					42000 1		38000 3
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27719 86 40000/24000	23120 28 33000/18900	21000 1		27000 1				
BUSINESS ADMINISTRATION	21500 2	13000 3	22485 13		31000 2				20000 1
ECONOMICS & FINANCE	28000 4	24000 2	24380 5	15000 1					19500 2
MARKETING/MARKETING MANAG			22333 3	23000 1					
COMMUNICATIONS				19500 2					
JOURNALISM				18000 1					
MERCHANDISING MANAGEMENT			14000 1						
LETTERS (incl. English)			26500 2						
HISTORY			24000 1		36000 1				
AGRIBUSINESS			21000 1						
MATHEMATICS		15000 1	26000 2						

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			13500 1						
BUSINESS ADMINISTRATION			18000 1						
ECONOMICS & FINANCE			20500 2						
MARKETING/MARKETING MANAG		25380 1						20488 1	
ADVERTISING							19500 2	21500 1	
COMMUNICATIONS						12480 1		18000 1	
JOURNALISM								13500 1	
TELECOMMUNICATIONS/BROADC							16500 1		
HUMAN ECOLOGY (HOME ECONO				13000 1					
VISUAL & PERFORMING ARTS				22000 1					
PSYCHOLOGY									19500 1
INDUSTRIAL ENGINEERING			29000 1						

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING									18759 6
BUSINESS ADMINISTRATION		23950 2				21000 1	24158 12	17686 1	
ECONOMICS & FINANCE	18000 1	40000 1					22625 4		
HUMAN RESOURCES (incl. LA		30000 1					23750 2		
MARKETING/MARKETING MANAG		22748 5	25500 4				25877 26 38400/18000	24000 1	
REAL ESTATE							16600 1		
ADVERTISING	20000 1						24000 3		
COMMUNICATIONS							23000 3		24000 1
JOURNALISM	24000 1						12000 1		
TELECOMMUNICATIONS/BROADC							30000 1		
TEXTILES & CLOTHING			19000 1						
LETTERS (incl. English)							16500 2		
HUMANITIES - OTHER							23000 1		
HISTORY	31250 1								
SOCIAL SCIENCES-OTHER							27600 1		
CHEMICAL ENGINEERING							40000 1		
ELECTRICAL/ELECTRONIC							36600 1		
INDUSTRIAL ENGINEERING							29000 1		
MECHANICAL ENGINEERING				24000 1			29050 2		
OTHER AGRICULTURAL SCIENC		27000 1							
BIOLOGICAL SCIENCES							10000 1		
CHEMISTRY							35000 1		

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27789 1						
ECONOMICS & FINANCE	18453 2								
MARKETING/MARKETING MANAG								30000 1	
HUMANITIES - OTHER		15360 1							
CRIMINAL JUSTICE		25667 3		21000 1					
POLITICAL SCIENCE/GOVT		18880 2	20000 1						
SOCIAL SCIENCES-OTHER		26000 1			18000 1				
CHEMICAL ENGINEERING									40713 3
CIVIL ENGINEERING							27557 11	40080 1	
COMPUTER ENGINEERING							35000 1		
ELECTRICAL/ELECTRONIC							34023 2		33429 7
INDUSTRIAL ENGINEERING									32214 7
MECHANICAL ENGINEERING							30513 6		36017 10
METALLURGICAL ENGINEERING							31464 1		36350 2
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER PROGRAMMING									40000 1
CHEMISTRY								26000 1	
GEOLOGY & GEOLOGICAL SCI								21000 1	
MATHEMATICS									30000 1
OTHER PHYSICAL & EARTH SC								25000 1	

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOMICS & FINANCE					25000 1		44000 1		
MANAGEMENT INFO SYSTEMS			24000 1						
TEXTILES & CLOTHING							30000 1		
SOCIAL SCIENCES-OTHER								30000 1	
AGRICULTURAL ENGINEERING									25000 1
CHEMICAL ENGINEERING					42500 1	40650 2	39953 9	40250 2	39600 1
CIVIL ENGINEERING							33960 1	28000 1	26900 1
COMPUTER ENGINEERING			30667 3						
ELECTRICAL/ELECTRONIC	28192 3	34440 4	33500 1	32800 2	29250 1	23420 2	38500 1	33833 3	29208 12
INDUSTRIAL ENGINEERING	32480 1							29300 1	24500 1
MECHANICAL ENGINEERING		33800 1		38000 1	36000 2		34000 1	36309 9	33271 15
METALLURGICAL ENGINEERING					28500 1				
TEXTILE ENGINEERING								37900 2	
ENGINEERING TECHNOLOGY			27000 1						26000 1
ANIMAL SCIENCES					24000 1				
OTHER AGRICULTURAL SCIENC					35000 1			36250 2	36500 1
COMPUTER SCIENCE			30333 3					33000 1	34530 3
COMPUTER PROGRAMMING						30000 1			
ARCHITECTURAL & ENVIRONME								27500 1	

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
SPECIAL EDUCATION									32000 1
OTHER AGRICULTURAL SCIENC									18000 1
ALLIED HEALTH			26450 2				31000 1		20000 1
HEALTH SCIENCES		21069 1							18000 2
NURSING				23070 2					
PHARMACY						44627 35 57000/40000			
BIOLOGICAL SCIENCES									28000 1

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION	20000 1			15000 1					
MANAGEMENT INFO SYSTEMS					22767 3	27192 3	29633 3		
MARKETING/MARKETING MANAG	33000 1				27000 2				
REAL ESTATE									17686 1
ADVERTISING	12000 1								
COMMUNICATIONS	14000 1								
POLITICAL SCIENCE/GOVT	17750 1								
PSYCHOLOGY		24667 3		20450 2					
SOCIOLOGY	18084 1	20000 1		18084 1				17000 1	
SOCIAL SCIENCES-OTHER	16880 2	15000 1		20000 1					
ELECTRICAL/ELECTRONIC							25740 2		
ANIMAL SCIENCES									17600 1
OTHER AGRICULTURAL SCIENC									17667 3
COMPUTER SCIENCE					28595 11	24500 3	31920 1		
COMPUTER PROGRAMMING					26111 6				
INFORMATION SCIENCES					26300 2	27534 5			
HEALTH SCIENCES		19000 1							

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BUSINESS ADMINISTRATION		27167 3	22550 2	22935 23 36000/19000					15000 1
ECONOMICS & FINANCE		29700 1		22864 14					
HOTEL/RESTAURANT MGMT.				20892 2					
HUMAN RESOURCES (incl. LA			26000 1	20500 3					
MARKETING/MARKETING MANAG				21629 17					
COMMUNICATIONS				24000 1					
JOURNALISM				18000 1					15000 1
ELEMENTARY EDUCATION									19104 41 30000/16000
PRE-ELEMENTARY EDUCATION									16758 5
PHYSICAL EDUCATION									17167 3
SPECIAL EDUCATION									20939 9
HUMAN ECOLOGY (HOME ECONO									19250 2
TEXTILES & CLOTHING				25750 2					
MERCHANDISING MANAGEMENT				22000 1					
FOREIGN LANGUAGES		18000 1							24000 1
LETTERS (incl. English)		27900 1							18905 5
VISUAL & PERFORMING ARTS	13500 1								24025 4
CRIMINAL JUSTICE				21000 1		18000 1			
HISTORY		26500 1				25000 1			17750 2
POLITICAL SCIENCE/GOVT				21720 3					26000 1
PSYCHOLOGY				23900 5					
SOCIAL SCIENCES-OTHER				23000 1					
ELECTRICAL/ELECTRONIC	24000 1								

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART B - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
INDUSTRIAL ENGINEERING		32100 1		33500 1					
METALLURGICAL ENGINEERING								35000 1	
ANIMAL SCIENCES				19500 1					
OTHER AGRICULTURAL SCIENC				21600 1					
COMPUTER PROGRAMMING								26000 1	
ARCHITECTURAL & ENVIRONME	27000 1								
BIOLOGICAL SCIENCES									19226 1
MATHEMATICS		28000 1		21500 2	27099 2				19852 4
PHYSICS									26000 1
OTHER PHYSICAL & EARTH SC									19000 1

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27596 92 40000/24000	22253 33 33000/14400	22815 26 33000/17800	19000 5	31250 4				19667 3
BACHELOR - TECHNICAL		15000 1	24333 3						

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		25380 1	18125 4	17500 2		12480 1	18500 3	18372 4	19500 1
BACHELOR - TECHNICAL			29000 1						

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	23313 4	25738 9	24200 5			21000 1	24279 57 38400/17000	20843 2	19507 7
BACHELOR - TECHNICAL		27000 1		24000 1			29814 7		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18453 2	22303 7	23895 2	21000 1	18000 1			30000 1	
BACHELOR - TECHNICAL							29558 21 35045/23731	28020 4	34766 32 42420/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			24000 1		25000 1		37000 2	30000 1	
BACHELOR - TECHNICAL	29264 4	34312 5	30438 8	34533 3	33036 7	31628 5	38837 12	35222 22 42100/29300	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL		21069 1	26450 2	23070 2		44627 35 57000/40000	31000 1		

AVERAGE SALARY OFFERS APRIL 1993 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	18574	8	21800	5			18797	5	24460	5	27192	3	29633	3	17000	1	17686	1
BACHELOR - TECHNICAL			19000	1					26411	19	26396	8	27800	3			17650	4

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON		RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL	13500	1	26229	7	23700	3	22470 36000/18000	74			21500	2					19321 32000/15000	76
BACHELOR - TECHNICAL	25500	2	30050	2			23520	5	27099	2					30500	2	20519	7

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Troy State University - Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Polytechnic Institute & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 8, 1993, through May 6, 1993) and cumulatively (September 1, 1992, and May 6, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	45	410	$27431	$27015	$32500	$28500	$21000	168	1906	$26426	$27817	$31800	$27500	$19600
BUSINESS ADMINISTRATION	45	189	24000	24574	29000	24500	19000	115	534	23154	24570	28000	23500	17686
DISTRIBUTION MANAGEMENT	+	7	+	23614				+	23	+	27074			
ECONOMICS & FINANCE	38	223	24689	26486	29560	24000	20000	79	570	24295	26842	29700	24000	18000
HOTEL/RESTAURANT MGMT.	+	20	+	21460				2	39	20892	21737	*	*	*
HUMAN RESOURCES (incl. LA	3	11	19947	20249	*	*	*	10	29	22484	23846	*	*	*
MANAGEMENT INFO SYSTEMS	3	90	27833	28871	*	*	*	13	230	26637	29263	*	*	*
MARKETING/MARKETING MANAG	20	218	23053	24236	27500	23250	19200	83	579	24026	24499	30000	23500	18500
REAL ESTATE	+	+	+	+				2	12	17143	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	20664				8	21	20563	23209	*	*	*
COMMUNICATIONS	3	39	19667	21742	*	*	*	13	115	19960	21735	*	*	*
JOURNALISM	2	19	21250	19472	*	*	*	8	41	17875	19327	*	*	*
TELECOMMUNICATIONS/BROADC	+	10	+	22704				2	21	23250	22926	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	12	53	19367	17284	*	*	*	53	196	19163	19594	24000	18575	15600
PRE-ELEMENTARY EDUCATION	+	2	+	12532				6	16	16758	15742	*	*	*
PHYSICAL EDUCATION	+	2	+	22272				3	15	17167	21883	*	*	*
SPECIAL EDUCATION	+	19	+	20388				10	41	22045	20926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21643				3	25	17167	20490	*	*	*
TEXTILES & CLOTHING	2	12	28000	23208	*	*	*	6	26	26083	22772	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	23000				2	8	18000	20875	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	6	23000	22016	*	*	*	3	11	21667	22051	*	*	*
LETTERS (incl. English)	8	25	22138	20960	*	*	*	18	65	21418	20989	*	*	*
VISUAL & PERFORMING ARTS	3	14	21820	18803	*	*	*	9	36	21896	19797	*	*	*
HUMANITIES - OTHER	5	33	21700	25045	*	*	*	7	45	20980	24513	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	17400				6	16	22833	21400	*	*	*
HISTORY	2	13	24500	24569	*	*	*	9	38	25250	23524	*	*	*
POLITICAL SCIENCE/GOVT	5	38	26272	25891	*	*	*	13	67	22925	24429	*	*	*
PSYCHOLOGY	5	51	25000	19834	*	*	*	16	96	23681	20313	*	*	*
SOCIOLOGY	+	10	+	22700				4	27	18292	20458	*	*	*
SOCIAL SCIENCES-OTHER	3	25	23417	23082	*	*	*	12	79	21967	23536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	16	+	31954				+	55	+	31800			
AGRICULTURAL ENGINEERING	+	2	+	26500				1	9	25000	31567	*	*	*
ARCHITECTURAL ENGINEERING	+	4	+	29850				+	18	+	27767			
BIOENGINEERING & BIOMEDIC	+	1	+	23650				+	4	+	25663			
CHEMICAL ENGINEERING	17	113	40526	39565	*	*	*	36	446	40404	39756	42500	40900	38400
CIVIL ENGINEERING	6	98	28000	29005	*	*	*	21	324	28575	29293	30720	29000	23731
COMPUTER ENGINEERING	3	70	36333	35094	*	*	*	7	258	33714	34328	*	*	*
ELECTRICAL/ELECTRONIC	22	215	31220	34655	34500	31750	28476	64	719	31078	34325	36000	33000	24000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$42000				+	2	+	$37812			
INDUSTRIAL ENGINEERING	8	66	$33513	33349	*	*	*	22	255	$31976	33018	$34000	$33000	$29000
MECHANICAL ENGINEERING	22	242	33274	34469	$38000	$34500	$29000	70	862	33729	34600	38000	34900	28476
METALLURGICAL ENGINEERING	6	25	31937	32997	*	*	*	11	69	32662	33800	*	*	*
MINING (INCL GEOLOGICAL)	+	5	+	33440				+	22	+	32804			
NUCLEAR ENGINEERING	+	3	+	34440				+	9	+	34738			
PETROLEUM ENGINEERING	1	7	42600	37700	*	*	*	1	29	42600	39241	*	*	*
TEXTILE ENGINEERING	2	2	36250	36250	*	*	*	4	4	37075	37075	*	*	*
ENGINEERING TECHNOLOGY	+	22	+	24155				2	69	26500	28922	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	31800				1	3	28000	29100	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	8	24667	22000	*	*	*	4	20	23750	23190	*	*	*
ANIMAL SCIENCES	6	8	21500	21063	*	*	*	9	23	21122	20830	*	*	*
PLANT SCIENCES	+	1	+	25000				+	3	+	25000			
NATURAL RESOURCES	3	10	25167	22457	*	*	*	3	15	25167	22171	*	*	*
OTHER AGRICULTURAL SCIENC	+	+	+	+				10	16	26360	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	168	27500	31184	*	*	*	24	467	28357	31314	34000	28000	22500
COMPUTER PROGRAMMING	5	8	30000	29250	*	*	*	14	22	28762	28780	*	*	*
INFORMATION SCIENCES	2	29	28049	30674	*	*	*	9	95	27374	29280	*	*	*
SYSTEMS ANALYSIS	+	1	+	36140				+	2	+	33570			
HEALTH SCIENCES														
ALLIED HEALTH	1	7	24000	22101	*	*	*	5	17	25580	26876	*	*	*
HEALTH SCIENCES	+	8	+	20413				4	19	19017	21383	*	*	*
NURSING	+	18	+	34226				2	39	23070	31864	*	*	*
PHARMACY	15	21	43883	41436	*	*	*	50	62	44404	43215	46500	46000	40000
SCIENCES														
ACTUARIAL	+	6	+	34287				+	10	+	34352			
ARCHITECTURAL & ENVIRONME	5	13	26700	26846	*	*	*	7	24	26857	24535	*	*	*
BIOLOGICAL SCIENCES	4	15	24625	20741	*	*	*	7	39	22247	21726	*	*	*
CHEMISTRY	1	5	33000	33266	*	*	*	3	31	31333	30622	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				1	5	21000	27392	*	*	*
MATHEMATICS	5	16	21060	27831	*	*	*	18	58	22606	25726	*	*	*
PHYSICS	+	2	+	14400				1	7	26000	22040	*	*	*
OTHER PHYSICAL & EARTH SC	+	6	+	23040				2	11	22000	22317	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	29	29	28793	28793	32000	29000	25000	29	29	28793	28793	32000	29000	25000
TOTALS	373	2830						1125	9098					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
\+ No offers reported

BACHELOR'S DEGREE CANDIDATES

Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	37	265	$28560	$28038	$32500	$28500	$26000	129	1487	$27872	$28370	$32000	$28000	$24000
ACCOUNTING (PRIVATE)	8	123	24633	25625	*	*	*	42	411	22534	26174	28000	23317	15000
COMMERCIAL BANKING (CONSU	14	27	25071	24704	*	*	*	43	80	23656	23872	26000	24000	21000
COMMERCIAL BANKING (LENDI	3	55	22333	25782	*	*	*	8	99	20250	25675	*	*	*
INVESTMENT BANKING (CORP	+	9	+	27389				4	24	31250	29917	*	*	*
INVESTMENT BANKING (MERG	+	3	+	35667				+	9	+	32556			
INVESTMENT BANKING (REAL	+	2	+	25000				+	8	+	21363			
INVESTMENT BANKING (SALE	+	4	+	36250				+	13	+	30846			
FINANCIAL/TREASURY ANALYS	6	85	28167	28436	*	*	*	9	200	25333	28346	*	*	*
PORTFOLIO MANAGEMENT / BR	3	12	22667	23167	*	*	*	3	29	22667	23803	*	*	*
UNDERWRITING	6	18	23800	24433	*	*	*	7	51	24026	24089	*	*	*
INSURANCE - CLAIMS	1	20	24000	23347	*	*	*	6	42	20917	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	6	18	24910	22886	*	*	*	8	41	23058	24371	*	*	*
MEDIA PLANNING	+	2	+	27250				+	12	+	21775			
REPORTING	+	3	+	14833				1	13	12480	17026	*	*	*
COMMUNICATIONS-PRODUCTION	+	7	+	21431				3	18	18500	22912	*	*	*
PUBLIC RELATIONS	3	19	21000	21323	*	*	*	7	38	19498	21458	*	*	*
WRITING / EDITING	+	11	+	20932				1	19	19500	21440	*	*	*
MARKETING														
ADVERTISING	1	6	16000	20846	*	*	*	5	22	21850	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	2	25	20000	23942	*	*	*	12	67	24887	25354	*	*	*
BUYER/MERCHANDISING	3	55	24000	23818	*	*	*	8	152	24125	24483	*	*	*
DISTRIBUTION	2	6	30780	25410	*	*	*	3	27	28520	27906	*	*	*
MARKET RESEARCH	1	8	28000	23013	*	*	*	1	35	28000	23600	*	*	*
PURCHASING	+	2	+	20500				1	6	21000	22400	*	*	*
SALES	37	180	23765	25056	30000	23500	18500	101	524	24474	25458	33000	24000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	24	+	20179				2	36	20843	21382	*	*	*
GOV'T-FINANCE, TAXATION,	4	26	20754	23952	*	*	*	11	57	19961	23920	*	*	*
ECONOMIC PROGRAMS	1	5	19750	20967	*	*	*	3	8	18885	20983	*	*	*
LAW ENFORCEMENT	+	6	+	26200				7	20	22303	24148	*	*	*
MILITARY	+	22	+	23142				2	38	23895	24337	*	*	*
NATIONAL SECURITY	+	1	+	36600				1	4	21000	32700	*	*	*
URBAN / REGIONAL PLANNING	+	6	+	27907				1	14	18000	25096	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	26667				+	5	+	30800			
DESIGN / CONSTRUCT	10	139	30004	30875	*	*	*	31	443	29702	30971	33500	30000	23731
ENVIRONMENTAL/SANITATION	2	8	31000	30170	*	*	*	7	62	29154	31513	*	*	*
MANUFACTURING/INDUSTRIAL	12	121	34244	34836	*	*	*	44	449	34624	34922	40000	34000	30000
SYSTEMS / PROGRAMMING	1	37	40000	33910	*	*	*	5	110	31411	33114	*	*	*
POWER SYSTEMS	1	20	35400	33919	*	*	*	6	91	34493	34279	*	*	*
SOFTWARE DESIGN & DEVELOP	4	55	31750	34653	*	*	*	13	171	30346	33827	*	*	*
HARDWARE DESIGN & DEVELOP	2	71	35800	35934	*	*	*	5	163	35040	35783	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	14	$28500	$33056	*	*	*	9	95	$31639	$35381	*	*	*
TESTING	1	19	31720	34431	*	*	*	6	59	31643	33068	*	*	*
PROCESS ENGINEERING	12	83	39017	38856	*	*	*	26	311	38778	39281	$42000	$39500	$35000
PROJECT ENGINEERING	14	75	33716	35046	*	*	*	37	281	34511	35202	40000	35000	28000
OTHER ENGINEERING	30	203	32521	34083	$38000	$31000	$28476	66	723	31928	34018	37500	32700	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	11	23500	19540	*	*	*	3	21	23500	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	21069	25035	*	*	*
MEDICAL TECHNOLOGY	+	7	+	23644				2	13	26450	26589	*	*	*
NURSES / PERSONAL CARE	+	18	+	34226				2	43	23070	31463	*	*	*
OCCUPATIONAL THERAPY	+	2	+	14840				+	6	+	27120			
PHARMACIST	15	21	43883	41436	*	*	*	50	62	44404	43215	46500	46000	40000
PHYSICAL THERAPY	+	1	+	13500				1	5	31000	22600	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	19	41000	20532	*	*	*	7	43	25000	20713	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	12	18720	19577	*	*	*	9	30	18590	19559	*	*	*
COUNSELING	+	19	+	19096				6	38	21333	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	15550			
SOCIAL WORK	1	10	19000	18787	*	*	*	6	27	18831	19679	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	122	23250	29100	*	*	*	28	332	25611	29345	30663	25000	20176
INFORMATION SYSTEMS	5	49	25320	30089	*	*	*	16	217	26209	30139	*	*	*
SYSTEMS ANALYSIS & DESIGN	5	72	30200	30309	*	*	*	11	169	29391	31467	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	33769				1	15	17000	30449	*	*	*
AGRICULTUR/NATURAL RESOU	3	14	24167	22165	*	*	*	8	43	20098	21696	*	*	*
ARCHITECTURE	+	4	+	23825				3	12	21500	22182	*	*	*
CONSULTING	10	132	28386	30493	*	*	*	19	376	27766	31299	*	*	*
HUMAN RESOURCES	3	21	31200	22429	*	*	*	6	47	27450	23006	*	*	*
MANAGEMENT TRAINEE	76	284	24904	23862	30000	24000	20000	155	625	23697	23736	30000	23000	19000
MATH/STATISTICIANS	1	2	22000	23500	*	*	*	3	7	25399	26714	*	*	*
PARALEGAL	+	2	+	23000				2	11	21500	20509	*	*	*
RESEARCH - NONTECHNICAL	+	3	+	22907				+	7	+	27103			
RESEARCH - TECHNICAL	+	7	+	27541				2	21	30500	28842	*	*	*
TEACHING	17	86	19405	18779	*	*	*	100	354	19419	20119	26000	18850	15000
TOTALS	373	2830						1125	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 4 MAY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	24	$30389	$31813	*	*	*	15	68	$30059	$30904	*	*	*
MBA--NON-TECH	23	48	35965	38505	$45000	$32500	$30000	70	222	35876	36528	$45000	$34515	$29000
MBA--TECH	4	20	36830	45925	*	*	*	9	41	38669	44058	*	*	*
MS-BUSINESS	+	1	+	38000				2	7	28750	33643	*	*	*
ECONOMICS & FINANCE (BANK	2	5	27888	34255	*	*	*	2	15	27888	35965	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				8	13	33300	31031	*	*	*
MANAGEMENT INFORMATION SY	+	1	+	38400				+	13	+	37292			
MARKETING/MKTNG MGT (RESE	1	2	40000	47000	*	*	*	1	7	40000	42571	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	31000				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				1	2	21800	25900	*	*	*
JOURNALISM	1	1	32000	32000	*	*	*	2	2	23500	23500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	15	29500	27662	*	*	*
ELEMENTARY EDUCATION	+	2	+	25500				+	25	+	27433			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				1	5	18500	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	1	1	23000	23000	*	*	*	1	6	23000	28118	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				2	8	52500	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	1	+	36240				1	2	40000	38120	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	43167				+	11	+	42804			
AGRICULTURAL	+	1	+	45000				+	3	+	45000			
BIOENGINEERING & BIOMEDIC	+	1	+	36000				+	2	+	38000			
CHEMICAL	+	4	+	42500				2	21	40390	41558	*	*	*
CIVIL	1	16	36600	33991	*	*	*	4	54	34625	34482	*	*	*
COMPUTER	3	10	42659	40198	*	*	*	7	30	40249	39334	*	*	*
ELECTRICAL/ELECTRONIC	6	60	40850	42275	*	*	*	9	197	38804	41148	*	*	*
INDUSTRIAL	+	5	+	39249				1	33	38000	40277	*	*	*
MECHANICAL	+	44	+	41275				+	146	+	40845			
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

SCPA REGIONAL Report No. 4 MAY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	2	+	31500				1	7	$32000	29552	*	*	*
NURSING	+	+	+	+				1	3	35000	29390	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	+	+	+				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	36	$30000	38183	*	*	*	3	86	37500	37948	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	2	41000	34000	*	*	*	1	8	41000	35250	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	42000				+	9	+	35822			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	1	+	37000				+	1	+	37000			
TOTALS	53	294						146	1087					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	10	43	$39206	$47297	*	*	*	29	125	$39790	$46479	$50000	$41000	$28000
MBA--TECH	3	16	49500	55875	*	*	*	7	32	51071	53003	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	19	83	46632	53687	*	*	*	41	189	47835	52896	60000	44500	36000
MBA--TECH	6	36	42833	56152	*	*	*	13	101	47338	56100	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	10	62	54380	56358	*	*	*	18	185	51039	52632	*	*	*
MBA--TECH	2	20	70000	59505	*	*	*	4	59	60625	58867	*	*	*
TOTALS	50	260						112	691					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$45000				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	9	+	54524				+	14	+	53481			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	7	$54000	48571	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	23000				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	32000	32000	*	*	*
PSYCHOLOGY	+	2	+	34350				+	2	+	34350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	1	4	$55000	57000	*	*	*	3	35	58000	54650	*	*	*
CIVIL	+	1	+	65000				+	3	+	54167			
COMPUTER	+	5	+	56533				+	5	+	56533			
ELECTRICAL/ELECTRONIC	+	16	+	59326				+	40	+	56591			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	6	+	54736				+	27	+	51654			
METALLURGICAL	3	5	52580	52296	*	*	*	3	13	52580	52674	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	25000			
BIOLOGICAL	+	+	+	+				1	1	38000	38000	*	*	*
CHEMISTRY	+	2	+	40500				+	23	+	52465			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	36833				+	4	+	42763			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				1	7	40298	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	55						13	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28076 122 40000/24500			23167 6				20826 3	
BUSINESS ADMINISTRATION	23000 3			23443 30 29500/19500	31000 2		20000 2	29125 8	23500 1
ECONOMICS & FINANCE	28100 5	25000 1		22524 17	18000 1		28000 1	28350 2	
MANAGEMENT INFO SYSTEMS	29500 2			24000 1			28263 6		
MARKETING/MARKETING MANAG		25000 1		22317 6		18000 1	22500 4		30000 1
ADVERTISING		15000 1							
COMMUNICATIONS				20000 1			18000 1		
JOURNALISM		24000 1		18000 1	18000 1				
MERCHANDISING MANAGEMENT				14000 1					
FOREIGN LANGUAGES								18000 1	
LETTERS (incl. English)				25667 3				27900 1	
HISTORY				24000 2	36000 1			26500 1	
POLITICAL SCIENCE/GOVT							21000 1		
AGRICULTURAL ENGINEERING								25000 1	
CHEMICAL ENGINEERING									40750 2
CIVIL ENGINEERING								30720 1	30000 1
COMPUTER ENGINEERING							32250 2		30000 2
ELECTRICAL/ELECTRONIC								32100 1	32183 4
INDUSTRIAL ENGINEERING				30000 1				32480 1	
MECHANICAL ENGINEERING									31950 4
ENGINEERING TECHNOLOGY							27000 1		26000 1
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE				22500 1			27625 8		

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
COMPUTER PROGRAMMING							27400 5	33000 1	
ARCHITECTURAL & ENVIRONME			21000 1						
BIOLOGICAL SCIENCES									24833 3
CHEMISTRY									26000 1
GEOLOGY & GEOLOGICAL SCI									21000 1
MATHEMATICS				26000 2		18000 1		29000 2	
OTHER PHYSICAL & EARTH SC									25000 1

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	17800 1			13500 1		27000 4		14400 1	12000 1
BUSINESS ADMINISTRATION	21167 3	25000 5	22333 3	21875 4		21995 21 28000/19000			23400 1
ECONOMICS & FINANCE	26200 8	25000 2		22556 9		21243 7			
HOTEL/RESTAURANT MGMT.			17784 1						
HUMAN RESOURCES (incl. LA				20947 3					
MANAGEMENT INFO SYSTEMS				23400 1					
MARKETING/MARKETING MANAG	25360 1	21500 2		28793 3		22590 31 35000/19500			
ADVERTISING				27000 1					22000 2
COMMUNICATIONS	18500 2	10000 1		18000 1		23000 1			
JOURNALISM						21250 2			
TELECOMMUNICATIONS/BROADC				30000 1					
ELEMENTARY EDUCATION						15600 1			
HUMAN ECOLOGY (HOME ECONO						13000 1			
TEXTILES & CLOTHING						19000 1			
MERCHANDISING MANAGEMENT						22000 1			
FOREIGN LANGUAGES		23000 1							
LETTERS (incl. English)			20000 1	15600 1		17750 2			18000 2
VISUAL & PERFORMING ARTS									24960 1
HUMANITIES - OTHER		23000 2				21375 4			
CRIMINAL JUSTICE		30000 1						24500 1	
HISTORY		31250 1			25000 1				
POLITICAL SCIENCE/GOVT	30000 1			26680 2		21720 3		18293 1	
PSYCHOLOGY		35000 1		26000 1		21125 4		19750 2	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY				17000 1					
SOCIAL SCIENCES-OTHER		23000 1				23500 1		26000 1	
INDUSTRIAL ENGINEERING				29000 1					
MECHANICAL ENGINEERING		30000 1					24000 1		
AGRIBUSINESS		22000 1							
OTHER AGRICULTURAL SCIENC		12000 1	21600 1						
COMPUTER SCIENCE				23623 3				34284 2	
COMPUTER PROGRAMMING				30663 1					
INFORMATION SCIENCES				29302 4					
ALLIED HEALTH				24000 1					
PHARMACY						44615 45 57000/40000			
BIOLOGICAL SCIENCES						10000 1			
MATHEMATICS						15000 1			

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	20000 1			24516 3	11460 1	19200 2	19083 8	23000 1	19000 1
BUSINESS ADMINISTRATION					16250 2	22592 3	20000 2	23250 2	20000 2
ECONOMICS & FINANCE	26000 1			28000 1		21906 2	21000 1		
HUMAN RESOURCES (incl. LA			21000 1		12000 1				
MANAGEMENT INFO SYSTEMS				27800 1			13000 1		
MARKETING/MARKETING MANAG						24000 1		20488 1	
REAL ESTATE						17686 1	16600 1		
ADVERTISING								12000 1	21500 1
COMMUNICATIONS			24000 1			24000 1	14000 1		
JOURNALISM					14250 2				
ELEMENTARY EDUCATION					19242 51 30000/16000		18720 1		
PRE-ELEMENTARY EDUCATION					16758 6				
PHYSICAL EDUCATION					17167 3				
SPECIAL EDUCATION					20939 9			32000 1	
HUMAN ECOLOGY (HOME ECONO					19250 2				
FOREIGN LANGUAGES					24000 1				
LETTERS (incl. English)					18905 5				
VISUAL & PERFORMING ARTS					23620 5				
HUMANITIES - OTHER							15360 1		
CRIMINAL JUSTICE			21000 1				20500 3		
HISTORY					17750 2				
POLITICAL SCIENCE/GOVT					26000 1	20000 1	18608 2		
PSYCHOLOGY					33000 1	19950 2	21500 2		18000 1

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIOLOGY								18084 1	
SOCIAL SCIENCES-OTHER					23500 2	16000 1	18503 3		15000 1
CHEMICAL ENGINEERING									41000 1
CIVIL ENGINEERING			24126 5				27220 3		
ELECTRICAL/ELECTRONIC		29250 1		33343 7		28037 9	24000 1		
INDUSTRIAL ENGINEERING						29300 1			32550 2
MECHANICAL ENGINEERING				32288 5		29134 4			
ANIMAL SCIENCES						17600 1			
NATURAL RESOURCES							22000 1		
OTHER AGRICULTURAL SCIENC					18000 1				
COMPUTER PROGRAMMING				23500 2		26000 1			
INFORMATION SCIENCES		24000 1		25000 1			19600 1		
ALLIED HEALTH								27967 3	
HEALTH SCIENCES					21069 1				21000 2
NURSING					18140 1			28000 1	
PHARMACY								41000 2	
ARCHITECTURAL & ENVIRONME							27000 1		
BIOLOGICAL SCIENCES					19226 1			28000 1	
MATHEMATICS					18958 7	24399 2			
PHYSICS					26000 1				
OTHER PHYSICAL & EARTH SC					19000 1				

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING		21000 1						26700 2	
BUSINESS ADMINISTRATION	12000 1		15000 1			19000 1	22800 1	17500 2	26000 2
ECONOMICS & FINANCE	24000 1					28250 2	26500 2		34333 3
HUMAN RESOURCES (incl. LA				26000 1		25000 1			
MARKETING/MARKETING MANAG			34000 2					19000 3	18500 1
ADVERTISING								28000 1	
COMMUNICATIONS									35000 1
LETTERS (incl. English)								23500 2	32000 1
VISUAL & PERFORMING ARTS								18500 1	
HISTORY								25000 1	
PSYCHOLOGY									30000 1
SOCIOLOGY	20000 1		18084 1						
SOCIAL SCIENCES-OTHER								27600 1	
CHEMICAL ENGINEERING						41540 3			40720 12
CIVIL ENGINEERING								29253 8	33960 1
ELECTRICAL/ELECTRONIC					31433 3		35800 1	33498 4	
MECHANICAL ENGINEERING					28476 1	42100 1	32888 8	32100 3	39223 6
METALLURGICAL ENGINEERING					31720 1			28500 1	33900 2
AGRIBUSINESS						25000 1			
ANIMAL SCIENCES						21500 6			
OTHER AGRICULTURAL SCIENC				20000 1		21000 1			
COMPUTER SCIENCE					37000 1			20176 1	34261 2
INFORMATION SCIENCES								27560 1	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ALLIED HEALTH			20000 1						
HEALTH SCIENCES	13000 1								
ARCHITECTURAL & ENVIRONME								28000 5	
BIOLOGICAL SCIENCES									24000 1
CHEMISTRY									34000 2
MATHEMATICS				25000 1					

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING	28000 1							27500 1	26000 2
BUSINESS ADMINISTRATION	24500 2	15000 1	31000 1					27333 3	
ECONOMICS & FINANCE	21853 3	22000 1	26000 2		30000 1				
HOTEL/RESTAURANT MGMT.			24000 1						
HUMAN RESOURCES (incl. LA					30000 1				
MANAGEMENT INFO SYSTEMS		29500 1							
MARKETING/MARKETING MANAG	25750 4	25800 5	29600 4		23000 1		31008 1		
ADVERTISING								17000 1	
JOURNALISM							12000 1		
POLITICAL SCIENCE/GOVT								27000 1	
CHEMICAL ENGINEERING					40000 1		38200 2	41820 5	42500 1
CIVIL ENGINEERING									40080 1
COMPUTER ENGINEERING	38250 2	35000 1							
ELECTRICAL/ELECTRONIC	12480 1	29861 20 36600/21000	35500 2		33600 1		36750 2	39300 1	
INDUSTRIAL ENGINEERING		31625 4					30500 2	34000 1	
MECHANICAL ENGINEERING	35100 1	35091 11		36000 1	34000 2		34000 1	35000 2	
METALLURGICAL ENGINEERING		34000 1			30732 2				
PETROLEUM ENGINEERING									42600 1
INDUSTRIAL TECHNOLOGY		28000 1							
AGRIBUSINESS			27000 1						
ANIMAL SCIENCES			21750 2						
NATURAL RESOURCES								26750 2	
OTHER AGRICULTURAL SCIENC			32250 2				35000 1	35000 1	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
COMPUTER SCIENCE	25000 1				29000 1			28000 2	
COMPUTER PROGRAMMING		34500 2						28000 1	
INFORMATION SCIENCES		33000 1							

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					31000 1		24050 4
BUSINESS ADMINISTRATION					25000 3		23000 3
ECONOMICS & FINANCE							22000 6
HUMAN RESOURCES (incl. LA					24000 2		
MARKETING/MARKETING MANAG					22000 1		25316 9
COMMUNICATIONS		24000 1					12480 1
TELECOMMUNICATIONS/BROADC							16500 1
TEXTILES & CLOTHING					27500 5		
VISUAL & PERFORMING ARTS						22000 1	13500 1
PSYCHOLOGY					30000 1		
SOCIAL SCIENCES-OTHER		30000 1					
CHEMICAL ENGINEERING					38917 6	39600 1	38850 2
CIVIL ENGINEERING							29000 1
ELECTRICAL/ELECTRONIC			25000 1			33500 2	35333 3
INDUSTRIAL ENGINEERING			29000 1		33388 8		
MECHANICAL ENGINEERING			35250 2	35200 4	34643 7	35400 2	27407 3
METALLURGICAL ENGINEERING				33950 4			
TEXTILE ENGINEERING					37075 4		
OTHER AGRICULTURAL SCIENC					36500 1		
COMPUTER SCIENCE					30000 1		31920 1
COMPUTER PROGRAMMING						32000 1	
PHARMACY							43500 3
MATHEMATICS					30000 1	27400 1	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
TEXTILE SCIENCE					28793 29 32004/25000		

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27983 132 40000/24500	22250 4		22943 68 33000/18000	26800 5	18000 1	24438 15	26536 16	26750 2
BACHELOR - TECHNICAL			21000 1	25100 5		18000 1	28094 16	30186 7	30027 20 41500/24000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23954 16	24485 17	20957 5	22882 29 36000/17000	25000 1	22002 84 35000/17000		20449 6	20051 7
BACHELOR - TECHNICAL		21333 3	21600 1	27174 10		43249 47 57000/39570	24000 1	34284 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	23000 2		22000 3	25870 5	19393 94 33000/14000	20827 14	18791 26 23000/15360	21725 7	18917 6
BACHELOR - TECHNICAL		26625 2	24126 5	31123 15	19549 13	27254 18	24894 7	31700 7	29620 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	18667 3	21000 1	25271 4	26000 1		25125 4	25267 3	22423 13	30056 9
BACHELOR - TECHNICAL	13000 1		20000 1	22500 2	31916 6	28477 12	33211 9	29589 23 34500/27500	37933 26 43000/33500

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	24556 10	24438 8	28175 8		27667 3		21504 2	25583 6	26000 2
BACHELOR - TECHNICAL	29816 5	31920 41 40000/25000	29429 7	36000 1	33152 7		34988 8	34993 15	41727 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		27000 2			26423 13	22000 1	
BACHELOR - TECHNICAL			31125 4	34575 8	31981 57 41500/28000	33829 7	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	33791 15			33350 10	38667 3			36422 10	
MBA--TECH								40960 4	37000 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	37333 3	26000 1	42000 1			45120 1			
MBA--TECH		30000 1				36500 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			27900 1	36000 2				30750 2	40000 1
MBA--TECH			35600 1	45000 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1	41000 1	34000 1		56500 2
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	40000 1	45833 3			33000 1			32000 1	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				32000 1	34740 5		38000 3
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27984 121 40000/24000	23383 35 33000/17800	21000 1		27000 1				
BUSINESS ADMINISTRATION	23000 3	13000 3	23752 23 29500/22000		31000 2				22500 2
ECONOMICS & FINANCE	28100 5	24667 3	24414 7	20500 4					25500 6
MARKETING/MARKETING MANAG			22333 3	23000 1					
COMMUNICATIONS				19500 2					
JOURNALISM				18000 1					
MERCHANDISING MANAGEMENT			14000 1						
LETTERS (incl. English)			25667 3						
HISTORY			24000 2		36000 1				
POLITICAL SCIENCE/GOVT									30000 1
AGRIBUSINESS			21000 1						
MATHEMATICS		15000 1	26000 2						

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			13500 1						
BUSINESS ADMINISTRATION	24000 1		18000 1						
ECONOMICS & FINANCE	26000 1	26000 1	21667 3						
HUMAN RESOURCES (incl. LA		21840 1							
MARKETING/MARKETING MANAG		25380 1						20488 1	
ADVERTISING							19500 2	21500 1	
COMMUNICATIONS	18000 1					12480 1		20500 2	
JOURNALISM								13500 1	
TELECOMMUNICATIONS/BROADC							16500 1		
HUMAN ECOLOGY (HOME ECONO				13000 1					
LETTERS (incl. English)		15600 1						20000 1	
VISUAL & PERFORMING ARTS				21820 3					
POLITICAL SCIENCE/GOVT		26680 2							
PSYCHOLOGY		26000 1						20000 1	19500 1
INDUSTRIAL ENGINEERING			29000 1						
TEXTILE SCIENCE				26500 4					

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING									19083 8
BUSINESS ADMINISTRATION		23950 2	22500 2			21000 1	23406 17	17686 1	
ECONOMICS & FINANCE	18000 1	31000 2		29560 1			23458 19		21453 2
HUMAN RESOURCES (incl. LA		30000 1					23750 2		
MARKETING/MARKETING MANAG		21957 6	25500 4		28000 1		25638 29 38400/18000	24000 1	
REAL ESTATE							16600 1		
ADVERTISING	20000 1						24000 3		
COMMUNICATIONS							21750 4		24000 1
JOURNALISM	24000 1						17750 2		
TELECOMMUNICATIONS/BROADC							30000 1		
TEXTILES & CLOTHING			19000 1						
LETTERS (incl. English)	16000 1			32000 1			17667 3		
HUMANITIES - OTHER							19750 2		
HISTORY	31250 1						25000 1		
POLITICAL SCIENCE/GOVT							27000 1		
SOCIAL SCIENCES-OTHER							27600 1		
CHEMICAL ENGINEERING							40000 1		
ELECTRICAL/ELECTRONIC							28500 2		
INDUSTRIAL ENGINEERING							29000 1		
MECHANICAL ENGINEERING				24000 1			29033 3		
AGRIBUSINESS			27000 1						
NATURAL RESOURCES							25000 1		
OTHER AGRICULTURAL SCIENC		27000 1							

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		GOV'T-EXECUTIV	GOV'T-FINANCE,
BIOLOGICAL SCIENCES							19333	3		
CHEMISTRY							34000	2		
TEXTILE SCIENCE							30000	2		

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27789 1						
ECONOMICS & FINANCE	18453 2								
MARKETING/MARKETING MANAG								30000 1	
HUMANITIES - OTHER		15360 1							
CRIMINAL JUSTICE		25667 3		21000 1					
POLITICAL SCIENCE/GOVT		18880 2	20000 1						
SOCIAL SCIENCES-OTHER	19750 1	26000 1			18000 1				
CHEMICAL ENGINEERING							41040 1	40500 1	41160 4
CIVIL ENGINEERING							27542 15	40080 1	
COMPUTER ENGINEERING							35000 1		
ELECTRICAL/ELECTRONIC							33848 3		33375 8
INDUSTRIAL ENGINEERING									32909 11
MECHANICAL ENGINEERING							30439 7		35579 14
METALLURGICAL ENGINEERING							31464 1		33425 4
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER PROGRAMMING									40000 1
ARCHITECTURAL & ENVIRONME							28500 3		
BIOLOGICAL SCIENCES								21500 1	
CHEMISTRY								26000 1	
GEOLOGY & GEOLOGICAL SCI								21000 1	
MATHEMATICS									30000 1
OTHER PHYSICAL & EARTH SC								25000 1	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION								29000 1	
ECONOMICS & FINANCE					25000 1		44000 1		
MANAGEMENT INFO SYSTEMS			24000 1						
TEXTILES & CLOTHING							30000 1		
SOCIAL SCIENCES-OTHER								30000 1	
AGRICULTURAL ENGINEERING									25000 1
CHEMICAL ENGINEERING					42500 1	40650 2	39999 17	40500 4	40400 4
CIVIL ENGINEERING							33960 1	28000 2	28450 2
COMPUTER ENGINEERING	40000 1		31125 4	36500 1					
ELECTRICAL/ELECTRONIC	28192 3	34632 5	33000 2	32800 2	29250 1	23420 2	38500 1	32500 5	30306 26 38000/25000
INDUSTRIAL ENGINEERING	32480 1							32150 2	29367 3
MECHANICAL ENGINEERING		33800 1		36550 2	36000 2		36250 4	36307 14	32115 22 37500/28476
METALLURGICAL ENGINEERING					28500 2	31720 1	36800 1		
PETROLEUM ENGINEERING									42600 1
TEXTILE ENGINEERING								37900 2	36250 2
ENGINEERING TECHNOLOGY			27000 1						26000 1
AGRIBUSINESS								25000 1	
ANIMAL SCIENCES					24000 1				
OTHER AGRICULTURAL SCIENC					35000 1			36250 2	36500 1
COMPUTER SCIENCE			30250 4					33000 1	34530 3
COMPUTER PROGRAMMING			32000 1			30000 1			
ARCHITECTURAL & ENVIRONME								27500 1	
TEXTILE SCIENCE								31000 1	

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 25250 FOR # of Offers

90th: 32000 / 10th: 18500 PAGE 0 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23250 2								
SPECIAL EDUCATION									[illegible] 1
CHEMICAL ENGINEERING									[illegible] 1
OTHER AGRICULTURAL SCIENC									[illegible] 1
ALLIED HEALTH	24000 1		26450 2				[illegible] 1		[illegible] 1
HEALTH SCIENCES		21069 1							[illegible] 1
NURSING				23070 2					
PHARMACY						44434 50 5/1000/40000			
BIOLOGICAL SCIENCES									[illegible] 1

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /	SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BUSINESS ADMINISTRATION	20000	1				15000	1	23500	2	20000	1						
MANAGEMENT INFO SYSTEMS								22767	3	26415	5	30475	4				
MARKETING/MARKETING MANAG	33000	1						27000	2								
REAL ESTATE																17686	1
ADVERTISING	12000	1															
COMMUNICATIONS	14000	1															
ELEMENTARY EDUCATION	18720	1															
POLITICAL SCIENCE/GOVT	17750	1						21000	1								
PSYCHOLOGY			24667	3		19967	3										
SOCIOLOGY	18084	1	20000	1		18084	1							17000	1		
SOCIAL SCIENCES-OTHER	16880	2	15000	1		20000	1										
ELECTRICAL/ELECTRONIC												25740	2				
AGRIBUSINESS																22000	1
ANIMAL SCIENCES																17600	1
NATURAL RESOURCES																25250	2
OTHER AGRICULTURAL SCIENC																17667	3
COMPUTER SCIENCE								26595	11	24500	3	28460	2				
COMPUTER PROGRAMMING								25952	7			31000	3				
INFORMATION SCIENCES								26300	2	27681	7						
HEALTH SCIENCES			19000	1													

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING				21000 1					
BUSINESS ADMINISTRATION		28143 7	23367 3	22917 36 36000/19000					16250 2
ECONOMICS & FINANCE		26900 3		23359 17					
HOTEL/RESTAURANT MGMT.				20892 2					
HUMAN RESOURCES (incl. LA			26000 1	21875 4					12000 1
MARKETING/MARKETING MANAG		25360 1	35000 1	21723 30 25000/19000					
COMMUNICATIONS				24000 1					
JOURNALISM				18500 2					15000 1
ELEMENTARY EDUCATION				15600 1					19242 51 30000/16000
PRE-ELEMENTARY EDUCATION									16758 6
PHYSICAL EDUCATION									17167 3
SPECIAL EDUCATION									20939 9
HUMAN ECOLOGY (HOME ECONO									19250 2
TEXTILES & CLOTHING				26875 4					
MERCHANDISING MANAGEMENT				22000 1					
FOREIGN LANGUAGES		18000 1		23000 1					24000 1
LETTERS (incl. English)		27900 1		24750 2					18905 5
VISUAL & PERFORMING ARTS	13500 1								23620 5
HUMANITIES - OTHER				23000 4					
CRIMINAL JUSTICE				21000 1		18000 1			
HISTORY		26500 1				25000 1			17750 2
POLITICAL SCIENCE/GOVT				21720 3					26000 1
PSYCHOLOGY				25643 7					

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
SOCIAL SCIENCES-OTHER				23250 2					27000 1
ELECTRICAL/ELECTRONIC	24000 1			33600 1					
INDUSTRIAL ENGINEERING		32550 2		33500 1					
METALLURGICAL ENGINEERING			33600 1					35000 1	
ANIMAL SCIENCES				21214 7					
OTHER AGRICULTURAL SCIENC				21600 1					
COMPUTER PROGRAMMING								26000 1	
ARCHITECTURAL & ENVIRONME	27000 1			24000 2					
BIOLOGICAL SCIENCES		29000 1							19226 1
MATHEMATICS		29000 2		21500 2	25399 3				18958 7
PHYSICS									26000 1
OTHER PHYSICAL & EARTH SC									19000 1
TEXTILE SCIENCE				29000 22 32004/27000					

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27872 129 40000/24000	22718 41 33000/15000	23605 40 33000/19500	20250 8	31250 4				25333 9
BACHELOR - TECHNICAL		15000 1	24333 3						

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22667 3	24026 7	19300 5	19615 4		12480 1	18500 3	19498 7	19500 1
BACHELOR - TECHNICAL			29000 1	26500 4					

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	21850 5	24695 11	23714 7	30780 2	28000 1	21000 1	23812 86 38400/18000	20843 2	19961 11
BACHELOR - TECHNICAL		27000 1	27000 1	24000 1			28273 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18885 3	22303 7	23895 2	21000 1	18000 1			30000 1	
BACHELOR - TECHNICAL							29702 31 41040/23731	29013 6	34624 44 42500/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			24000 1		25000 1		37000 2	29500 2	
BACHELOR - TECHNICAL	31411 5	34493 6	30875 12	35040 5	32469 8	31643 6	38927 24 42600/35600	34797 35 42100/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	23250 2								
BACHELOR - TECHNICAL	24000 1	21069 1	26450 2	23070 2		44404 50 57000/40000	31000 1		

AVERAGE SALARY OFFERS MAY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	18590	9	21800	5			18831	6	23788	8	25346	6	30475	4	17000	1	17686	1
BACHELOR - TECHNICAL			19000	1					26340 37000/21870	20	26727	10	28771	7			20443	7

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON		RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL	13500	1	26819	14	26220	5	22747 36000/18000	119			21500	2					19388 32000/14300	90
BACHELOR - TECHNICAL	25500	2	30420	5	33600	1	26839 33600/20000	36	25399	3					30500	2	19693	10

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Troy State University - Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Polytechnic Institute & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1993, through June 10, 1993) and cumulatively (September 1, 1992, and June 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	50TH	10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	50TH	10TH
BUSINESS														
ACCOUNTING	95	651	$26555	$27853	$31000	$27000	$20000	283	2557	$26473	$27775	$31200	$27000	$20000
BUSINESS ADMINISTRATION	30	309	21703	24290	26000	21750	17500	145	903	23953	24438	28000	23000	17500
DISTRIBUTION MANAGEMENT	1	15	22000	24000	*	*	*	1	30	22000	23881	*	*	*
ECONOMICS & FINANCE	44	446	24889	27155	30000	25000	20000	123	1016	26507	26879	30000	24000	18500
HOTEL/RESTAURANT MGMT.	2	47	20750	19500	*	*	*	6	66	20821	20581	*	*	*
HUMAN RESOURCES (incl. LA	1	23	16000	21696	*	*	*	11	52	21895	22805	*	*	*
MANAGEMENT INFO SYSTEMS	3	68	28833	30149	*	*	*	10	288	27500	28465	*	*	*
MARKETING/MARKETING MANAG	54	377	24618	24851	31500	24000	18000	137	958	24750	24828	31500	23500	18000
REAL ESTATE	*	9	*	18000				8	53	17143	20000	*	*	*
COMMUNICATIONS														
ADVERTISING	2	12	25000	15333	*	*	*	10	33	21450	21000	*	*	*
COMMUNICATIONS	5	54	22328	22008	*	*	*	10	100	20818	21821	*	*	*
JOURNALISM	1	35	26000	20555	*	*	*	9	78	18778	19893	*	*	*
TELECOMMUNICATIONS/BROADC	1	13	23000	23423	*	*	*	3	34	23167	23120	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	7	37	22324	22055	*	*	*	60	233	19532	20112	24000	19775	14000
PRE-ELEMENTARY EDUCATION	*	14	*	17247				5	30	18750	18440	*	*	*
PHYSICAL EDUCATION	*	9	*	17182				3	17	17167	21200	*	*	*
SPECIAL EDUCATION	2	10	20500	22882	*	*	*	12	51	21787	21512	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	2	21	18500	20804	*	*	*	5	48	17740	20542	*	*	*
TEXTILES & CLOTHING	*	14	*	21031				6	40	20083	22143	*	*	*
MERCHANDISING MANAGEMENT	4	7	20875	21914	*	*	*	6	15	18417	21300	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	*	15	*	24680				3	25	21667	23500	*	*	*
LETTERS (incl. English)	6	45	16323	21250	*	*	*	29	113	22144	21000	25000	19821	14500
VISUAL & PERFORMING ARTS	2	16	24500	22625	*	*	*	11	52	22300	23067	*	*	*
HUMANITIES - OTHER	1	26	20000	25250	*	*	*	8	71	23850	24750	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	18	22333	21064	*	*	*	9	34	22667	21647	*	*	*
HISTORY	3	24	21667	22054	*	*	*	12	80	24250	22875	*	*	*
POLITICAL SCIENCE/GOVT	3	58	15667	24933	*	*	*	10	125	21850	24800	*	*	*
PSYCHOLOGY	5	51	19776	20860	*	*	*	21	147	22731	22500	25000	20000	17500
SOCIOLOGY	*	17	*	22588				4	44	18750	21450	*	*	*
SOCIAL SCIENCES-OTHER	4	57	21852	20779	*	*	*	10	139	21938	22286	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	26	31250	31303	*	*	*	2	61	31250	31885	*	*	*
AGRICULTURAL ENGINEERING	*	5	*	30200				1	14	25000	31286	*	*	*
ARCHITECTURAL ENGINEERING	3	11	33684	29752	*	*	*	3	29	33684	29517	*	*	*
BIOENGINEERING & BIOMEDIC	*	9	*	31411				0	13	0	28462			
CHEMICAL ENGINEERING	10	102	30100	29722	*	*	*	46	438	28833	29747	32500	28000	25000
CIVIL ENGINEERING	17	190	29140	29134	*	*	*	38	514	28286	29250	31429	28750	25000
COMPUTER ENGINEERING	25	79	31240	31832	35616	32000	27000	32	237	31787	31742	35000	31852	27000
ELECTRICAL/ELECTRONIC	40	288	32327	33985	37200	32950	28000	104	1008	31350	34039	35000	32000	28000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined f[illegible] Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	3	4	$27264	$28448	*	*	*	3	6	$27264	$31569	*	*	*
INDUSTRIAL ENGINEERING	16	126	32925	32564	*	*	*	38	381	32376	32868	$35000	$33000	$29000
MECHANICAL ENGINEERING	52	339	33835	34372	$38000	$34810	$28000	122	1201	33774	34535	38000	34900	28000
METALLURGICAL ENGINEERING	+	18	+	34786				11	87	32662	34004	*	*	*
MINING (INCL GEOLOGICAL)	2	16	29000	30450	*	*	*	2	38	29000	31813	*	*	*
NUCLEAR ENGINEERING	+	4	+	34453				+	13	+	34650			
PETROLEUM ENGINEERING	+	10	+	36780				1	39	42600	38610	*	*	*
TEXTILE ENGINEERING	+	+	+	+				4	4	37075	37075	*	*	*
ENGINEERING TECHNOLOGY	5	51	17900	27365	*	*	*	7	120	20357	28260	*	*	*
INDUSTRIAL TECHNOLOGY	8	9	29727	29757	*	*	*	9	12	29535	29593	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	17	18340	21626	*	*	*	5	37	22668	22471	*	*	*
ANIMAL SCIENCES	+	1	+	18778				9	24	21122	20745	*	*	*
PLANT SCIENCES	+	+	+	+				+	3	+	25000			
NATURAL RESOURCES	+	4	+	15960				3	19	25167	20863	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	25890				10	20	26360	25708	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	123	23700	30739	*	*	*	32	590	27192	31195	33500	25750	21870
COMPUTER PROGRAMMING	1	14	33700	32893	*	*	*	15	36	29091	30379	*	*	*
INFORMATION SCIENCES	1	37	35000	29848	*	*	*	10	132	28137	29440	*	*	*
SYSTEMS ANALYSIS	1	2	31720	31360	*	*	*	1	4	31720	32465	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	3	19	25000	26357	*	*	*	8	36	25363	26602	*	*	*
HEALTH SCIENCES	1	11	18000	25400	*	*	*	5	30	18814	22856	*	*	*
NURSING	23	94	29237	31881	33280	29120	24960	25	133	28744	31876	33280	29000	24960
PHARMACY	12	15	40715	41065	*	*	*	62	77	43690	42796	46800	44200	39500
SCIENCES														
ACTUARIAL	+	14	+	32398				+	24	+	33212			
ARCHITECTURAL & ENVIRONME	4	12	19500	21935	*	*	*	11	36	24182	23668	*	*	*
BIOLOGICAL SCIENCES	1	20	14560	22832	*	*	*	8	59	21286	22101	*	*	*
CHEMISTRY	2	16	24800	27728	*	*	*	5	47	28720	29637	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	3	20800	28933	*	*	*	2	8	20900	27970	*	*	*
MATHEMATICS	7	32	25286	26778	*	*	*	25	90	23356	26100	28000	24000	17500
PHYSICS	+	3	+	24333				1	10	26000	22728	*	*	*
OTHER PHYSICAL & EARTH SC	1	4	22000	21799	*	*	*	3	15	22000	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				29	29	28793	28793	32000	29000	25000
TOTALS	531	4336						1656	13434					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	47	454	$27693	$28281	$32000	$28000	$22000	176	1941	$27825	$28350	$32000	$28000	$24000
ACCOUNTING (PRIVATE)	45	173	25355	25760	30500	27500	19000	87	584	23993	26051	30500	24000	16128
COMMERCIAL BANKING (CONSU	19	37	21137	23722	*	*	*	62	117	22884	23825	26000	24000	18000
COMMERCIAL BANKING (LENDI	4	83	24250	26583	*	*	*	12	182	21583	26089	*	*	*
INVESTMENT BANKING (CORP	1	18	21000	29361	*	*	*	5	42	29200	29679	*	*	*
INVESTMENT BANKING (MERG	+	1	+	29000				+	10	+	32200			
INVESTMENT BANKING (REAL	2	4	23520	24510	*	*	*	2	12	23520	22412	*	*	*
INVESTMENT BANKING (SALE	1	24	22000	28981	*	*	*	1	37	22000	29636	*	*	*
FINANCIAL/TREASURY ANALYS	10	123	25229	27961	*	*	*	19	323	25278	28199	*	*	*
PORTFOLIO MANAGEMENT / BR	3	24	19833	24199	*	*	*	6	53	21250	23982	*	*	*
UNDERWRITING	3	41	26667	25960	*	*	*	10	92	24818	24922	*	*	*
INSURANCE - CLAIMS	11	38	22755	22293	*	*	*	17	80	22106	22842	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	6	10	22167	22000	*	*	*	14	40	22676	20831	*	*	*
MEDIA PLANNING	1	10	25000	20750	*	*	*	1	22	25000	21309	*	*	*
REPORTING	1	12	26000	19125	*	*	*	2	25	19240	18034	*	*	*
COMMUNICATIONS-PRODUCTION	1	15	17000	20333	*	*	*	4	33	18125	21740	*	*	*
PUBLIC RELATIONS	2	15	21500	21169	*	*	*	9	53	19943	21376	*	*	*
WRITING / EDITING	1	13	18000	22915	*	*	*	2	32	18750	22039	*	*	*
MARKETING														
ADVERTISING	1	15	25500	21853	*	*	*	6	37	22458	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	3	36	24333	25839	*	*	*	15	103	24776	25524	*	*	*
BUYER/MERCHANDISING	5	87	20120	24644	*	*	*	13	239	22585	24541	*	*	*
DISTRIBUTION	9	29	29756	26396	*	*	*	12	56	29447	27124	*	*	*
MARKET RESEARCH	+	26	+	27302				1	61	28000	25178	*	*	*
PURCHASING	+	7	+	26091				1	13	21000	24387	*	*	*
SALES	20	365	24665	25893	31500	24500	17500	121	889	24506	25637	33000	24000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	4	9	19795	23742	*	*	*	6	45	20144	21854	*	*	*
GOV'T-FINANCE, TAXATION,	6	22	28815	27491	*	*	*	17	79	23086	24914	*	*	*
ECONOMIC PROGRAMS	+	4	+	21625				3	12	18885	21197	*	*	*
LAW ENFORCEMENT	+	15	+	24230				7	35	22303	24183	*	*	*
MILITARY	4	15	24500	26413	*	*	*	6	53	24298	24924	*	*	*
NATIONAL SECURITY	+	1	+	18000				1	5	21000	29760	*	*	*
URBAN / REGIONAL PLANNING	1	4	21906	31905	*	*	*	2	18	19953	26609	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	5	+	30800			
DESIGN / CONSTRUCT	20	188	31574	30348	38700	31380	24000	51	642	30436	30859	36000	30000	23731
ENVIRONMENTAL/SANITATION	11	50	27059	31124	*	*	*	18	112	27874	31339	*	*	*
MANUFACTURING/INDUSTRIAL	30	145	34184	34451	37200	34400	30000	74	594	34445	34807	39300	34000	30000
SYSTEMS / PROGRAMMING	11	57	31238	32203	*	*	*	16	167	31292	32803	*	*	*
POWER SYSTEMS	10	39	32623	34036	*	*	*	16	130	33324	34206	*	*	*
SOFTWARE DESIGN & DEVELOP	8	48	33439	34857	*	*	*	21	219	31524	34053	33500	32000	29000
HARDWARE DESIGN & DEVELOP	1	31	26000	35341	*	*	*	6	194	33533	35712	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	47	$32580	$33912	*	*	*	16	142	$32051	$34895	*	*	*
TESTING	2	22	30750	33139	*	*	*	8	81	31420	33087	*	*	*
PROCESS ENGINEERING	4	107	41475	38976	*	*	*	30	418	39138	39203	$42300	$40000	$35000
PROJECT ENGINEERING	26	130	30774	33326	$36492	$30012	$25750	63	411	32968	34608	38400	34100	27500
OTHER ENGINEERING	44	319	31572	33493	38352	32428	26000	110	1042	31786	33857	38000	32450	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	6	11440	19740	*	*	*	4	27	20485	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	21069	25035	*	*	*
MEDICAL TECHNOLOGY	1	7	26000	21680	*	*	*	3	20	26300	24871	*	*	*
NURSES / PERSONAL CARE	22	95	28930	31651	31500	29060	24960	24	138	28441	31592	31500	29000	24960
OCCUPATIONAL THERAPY	1	5	24000	28165	*	*	*	1	11	24000	27595	*	*	*
PHARMACIST	12	16	40715	40624	*	*	*	62	78	43690	42684	46800	44200	39500
PHYSICAL THERAPY	+	8	+	25485				1	13	31000	24375	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	3	27	19333	23030	*	*	*	10	70	23300	21606	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	19	22000	20173	*	*	*	10	49	18931	19797	*	*	*
COUNSELING	1	31	17680	18852	*	*	*	7	69	20811	19540	*	*	*
FUNDRAISING / DEVELOPMENT	1	7	12000	14686	*	*	*	1	12	12000	15046	*	*	*
SOCIAL WORK	3	16	16833	17950	*	*	*	9	43	18165	19035	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	14	111	24783	28884	*	*	*	42	443	25335	29229	30663	25000	20176
INFORMATION SYSTEMS	7	85	30545	30926	*	*	*	23	302	27529	30361	33700	26000	23400
SYSTEMS ANALYSIS & DESIGN	3	76	26040	30137	*	*	*	14	245	28673	31054	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	19	+	31714				1	34	17000	31156	*	*	*
AGRICULTUR/NATURAL RESOU	2	14	17170	18088	*	*	*	10	57	19513	20810	*	*	*
ARCHITECTURE	+	6	+	19917				3	18	21500	21427	*	*	*
CONSULTING	6	242	25343	30491	*	*	*	25	618	27185	30983	32100	27000	24000
HUMAN RESOURCES	+	22	+	25564				6	69	27450	23822	*	*	*
MANAGEMENT TRAINEE	55	488	23745	22937	30000	23000	20000	210	1113	23710	23386	30000	23000	19000
MATH/STATISTICIANS	3	5	25667	23000	*	*	*	6	12	25533	25167	*	*	*
PARALEGAL	1	9	18000	22222	*	*	*	3	20	20333	21280	*	*	*
RESEARCH - NONTECHNICAL	+	8	+	17813				+	15	+	22148			
RESEARCH - TECHNICAL	+	17	+	25365				2	38	30500	27287	*	*	*
TEACHING	9	84	21919	21394	*	*	*	109	438	19625	20363	26000	19000	15000
TOTALS	531	4336						1656	13434					

Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	15	32	$29121	$29603	*	*	*	30	100	$29590	$30488	$32000	$29750	$27500
MBA--NON-TECH	17	188	37301	36808	*	*	*	87	410	36154	36657	45120	35000	29000
MBA--TECH	3	28	41500	39113	*	*	*	12	69	39377	42051	*	*	*
MS-BUSINESS	+	+	+	+				2	7	28750	33643	*	*	*
ECONOMICS & FINANCE (BANK	1	8	30000	32813	*	*	*	3	23	28592	34868	*	*	*
HUMAN RESOURCES (INCL LAB	+	2	+	27000				8	15	33300	30493	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	35500				+	17	+	36871			
MARKETING/MKTNG MGT (RESE	1	5	26500	32260	*	*	*	2	12	33250	38275	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				1	2	21800	25900	*	*	*
JOURNALISM	+	1	+	24000				2	3	23500	23667	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	34324				2	18	29500	28773	*	*	*
ELEMENTARY EDUCATION	+	2	+	30500				+	27	+	27660			
PHYSICAL EDUCATION	+	1	+	14500				+	2	+	20000			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	1	2	26800	30400	*	*	*	2	7	22650	26869	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	2	+	30500				1	8	23000	28714	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	34000				2	10	52500	33530	*	*	*
SOCIAL SCIENCES - OTHER	1	6	14872	25128	*	*	*	2	8	27436	28376	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	39200				+	12	+	42504			
AGRICULTURAL	2	2	38000	38000	*	*	*	2	5	38000	42200	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	38000			
CHEMICAL	+	8	+	39713				2	29	40390	41049	*	*	*
CIVIL	+	19	+	33007				4	73	34625	34098	*	*	*
COMPUTER	1	6	38640	40440	*	*	*	8	36	40048	39518	*	*	*
ELECTRICAL/ELECTRONIC	5	38	41760	40521	*	*	*	14	235	39860	41046	*	*	*
INDUSTRIAL	1	11	32000	36359	*	*	*	2	44	35000	39298	*	*	*
MECHANICAL	3	29	39333	39514	*	*	*	3	175	39333	40624	*	*	*
METALLURGICAL	1	2	33000	35750	*	*	*	1	4	33000	36875	*	*	*

continued

SCPA REGIONAL Report No. 5 JULY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	$38000				+	3	+	38000			
HEALTH SCIENCES	+	6	+	31770				1	13	$32000	30576	*	*	*
NURSING	+	2	+	55000				1	5	35000	39634	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	2	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	3	+	30833				+	16	+	34471			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	8	$42000	37625	*	*	*	4	94	38625	37920	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	43000				1	10	41000	36800	*	*	*
MATHEMATICS (INCL ACTUARI	2	8	36000	31550	*	*	*	2	17	36000	33811	*	*	*
PHYSICS	+	1	+	15000				+	3	+	33000			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	55	436						201	1523					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	6	65	$44750	$44037	*	*	*	35	190	$40641	$45644	$50000	$42500	$28000
MBA--TECH	2	21	39100	53867	*	*	*	9	53	48411	53345	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	5	133	46000	47254	*	*	*	46	322	47635	50566	60000	44750	36000
MBA--TECH	+	42	+	56916				13	143	47338	56339	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	2	113	50000	51802	*	*	*	20	298	50935	52317	70000	46250	36300
MBA--TECH	+	71	+	56572				4	130	60625	57614	*	*	*
TOTALS	15	445						127	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 5 JULY 1993

(Data Combined for Men and Women)

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 6/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MGMT.	*	*	*	*				*	[illegible]	*	[illegible]			
COMPUTER & INFOR SCIENCES	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
ECONOMICS	*	*	*	*				*	*	*	*			
EDUCATION														
EDUCATION ADMINISTRATION	*	[illegible]	*	[illegible]				[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	*	*	*	*				*	[illegible]	*	[illegible]			
FOREIGN LANGUAGES	*	*	*	*				*	*	*	*			
HUMANITIES	*	*	*	*				[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
PSYCHOLOGY	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
SOCIOLOGY	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
SOCIAL SCIENCES	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
ENGINEERING														
AEROSPACE	*	*	*	*				*	*	*	*			
CHEMICAL	*	[illegible]	*	[illegible]				[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
CIVIL	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
COMPUTER	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
ELECTRICAL/ELECTRONIC	[illegible]	[illegible]	[illegible]	[illegible]	*	*	*	[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
INDUSTRIAL ENGINEERING	*	*	*	*				*	*	*	*			
MECHANICAL	*	*	*	*				*	[illegible]	*	[illegible]			
METALLURGICAL	*	[illegible]	*	[illegible]				[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
BIOLOGICAL	*	*	*	*				[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
CHEMISTRY	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
GEOLOGICAL (INC. GEOPHYS)	*	*	*	*				*	[illegible]	*	[illegible]			
MATHEMATICS	*	[illegible]	*	[illegible]				*	[illegible]	*	[illegible]			
PHYSICS	*	*	*	*				[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
POLYMER	[illegible]	[illegible]	[illegible]	[illegible]	*	*	*	[illegible]	[illegible]	[illegible]	[illegible]	*	*	*
TOTALS	[illegible]	[illegible]						[illegible]	[illegible]					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
* No offers reported

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27970 169 40000/24000	20000 1		22760 10		22000 1	27500 1	20826 3	
BUSINESS ADMINISTRATION	23500 4			22761 36 29500/18000	31000 2		20000 2	28550 10	23500 1
ECONOMICS & FINANCE	28100 5	25000 1		22403 32 33000/18000	19500 2		27500 2	25733 3	
MANAGEMENT INFO SYSTEMS	29500 2			24250 2			28263 6	27000 1	35000 1
MARKETING/MARKETING MANAG		25000 1		22363 8		16500 2	21600 5		30000 1
ADVERTISING		21667 3							
COMMUNICATIONS				20000 1		17000 1	18000 1		
JOURNALISM		25000 2		18000 1	18000 1				
MERCHANDISING MANAGEMENT				14000 1					
FOREIGN LANGUAGES								18000 1	
LETTERS (incl. English)				24250 4				27900 1	
VISUAL & PERFORMING ARTS			19000 1						
HISTORY				24167 3	36000 1			26500 1	
POLITICAL SCIENCE/GOVT							21000 1		
AGRICULTURAL ENGINEERING								25000 1	
CHEMICAL ENGINEERING									40750 2
CIVIL ENGINEERING								30720 1	28000 2
COMPUTER ENGINEERING						33250 2	31063 8		30000 2
ELECTRICAL/ELECTRONIC						33500 1	32333 3	33808 2	31346 5
ENIVRONMENTAL ENGINEERING									36000 1
INDUSTRIAL ENGINEERING				30000 1				31240 2	
MECHANICAL ENGINEERING								28000 1	29127 12
ENGINEERING TECHNOLOGY							27000 1		26000 1

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE	27000 1			22500 1			26000 13	21400 1	
COMPUTER PROGRAMMING							27400 5	33000 1	
ARCHITECTURAL & ENVIRONME			18875 4						
BIOLOGICAL SCIENCES									24833 3
CHEMISTRY									25500 2
GEOLOGY & GEOLOGICAL SCI									21000 1
MATHEMATICS				25250 4		18000 1		28250 4	
OTHER PHYSICAL & EARTH SC						22000 1			25000 1

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	17800 1	22500 1		22843 6		27000 4		14400 1	12000 1
BUSINESS ADMINISTRATION	20375 4	23833 6	21000 4	23080 10		22104 28 28000/19000			20450 2
DISTRIBUTION MANAGEMENT						22000 1			
ECONOMICS & FINANCE	25793 14	25000 2		24076 14		22570 10			
HOTEL/RESTAURANT MGMT.			19761 3						
HUMAN RESOURCES (incl. LA			16000 1	20947 3					
MANAGEMENT INFO SYSTEMS				23400 1					
MARKETING/MARKETING MANAG	25800 3	21667 3		24454 7	18000 1	22492 46 35000/19500			
ADVERTISING				27000 1					22000 2
COMMUNICATIONS	18500 2	17500 2		17320 2		22500 2			
JOURNALISM						21250 2			
TELECOMMUNICATIONS/BROADC				30000 1					
ELEMENTARY EDUCATION						15600 1			
HUMAN ECOLOGY (HOME ECONO			19200 1			13000 1			
TEXTILES & CLOTHING						19000 1			
MERCHANDISING MANAGEMENT						21100 5			
FOREIGN LANGUAGES		23000 1							
LETTERS (incl. English)			18000 2	15600 1		16667 3			18000 2
VISUAL & PERFORMING ARTS									24960 1
HUMANITIES - OTHER		23000 2				21375 4			
CRIMINAL JUSTICE		30000 1				22000 1	21000 1	24500 1	
HISTORY		31250 1			25000 1				
POLITICAL SCIENCE/GOVT	30000 1			26680 2		21720 3		18293 1	

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PSYCHOLOGY		35000 1		26000 1		21125 4		19750 2	
SOCIOLOGY				17000 1					
SOCIAL SCIENCES-OTHER		23000 1				23500 1		26000 1	
COMPUTER ENGINEERING									14400 1
INDUSTRIAL ENGINEERING				29000 1					
MECHANICAL ENGINEERING		30000 1	31200 1				24000 1		
AGRIBUSINESS		22000 1							
OTHER AGRICULTURAL SCIENC		12000 1	21600 1						
COMPUTER SCIENCE				23623 3				34284 2	
COMPUTER PROGRAMMING				30663 1					
INFORMATION SCIENCES				29302 4					
ALLIED HEALTH				24000 1					
PHARMACY						44829 52 57000/40000			
BIOLOGICAL SCIENCES						10000 1			
MATHEMATICS				24000 1		15000 1			

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	20000 1		19000 1	23368 6	11460 1	21800 3	19083 8	18000 2	21272 2
BUSINESS ADMINISTRATION					16250 2	22592 3	19170 4	23250 2	20000 2
ECONOMICS & FINANCE	26000 1			28000 1		24265 6	21000 1		
HUMAN RESOURCES (incl. LA			21000 1		12000 1				
MANAGEMENT INFO SYSTEMS				27800 1			13000 1		
MARKETING/MARKETING MANAG			27900 7			19500 2		20488 1	
REAL ESTATE						17686 1	16600 1		
ADVERTISING								12000 1	21500 1
COMMUNICATIONS			24000 1	31000 1		24000 1	14000 1		
JOURNALISM					14250 2				
ELEMENTARY EDUCATION					19614 58 30000/16000		18720 1		
PRE-ELEMENTARY EDUCATION					16758 6				
PHYSICAL EDUCATION					17167 3				
SPECIAL EDUCATION					20859 11			32000 1	
HUMAN ECOLOGY (HOME ECONO					19250 2				
FOREIGN LANGUAGES					24000 1				
LETTERS (incl. English)					18905 5			11440 1	
VISUAL & PERFORMING ARTS					23620 5				
HUMANITIES - OTHER							15360 1		
CRIMINAL JUSTICE			21000 1			24000 1	20500 3		
HISTORY	18000 1				17750 2	22500 1			
POLITICAL SCIENCE/GOVT			15600 1		26000 1	17333 3	18608 2		
PSYCHOLOGY			24700 1	27000 1	33000 1	19950 2	21500 2		15833 3

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
SOCIOLOGY								18084 1	
SOCIAL SCIENCES-OTHER			25500 1		23500 2	18953 2	19377 4		15000 1
AEROSPACE & AERONAUTICAL			30000 1						
ARCHITECTURAL ENGINEERING				34000 1					
CHEMICAL ENGINEERING						38500 1	26750 2		41000 1
CIVIL ENGINEERING			24706 6			25451 4	27402 12		
COMPUTER ENGINEERING			35000 1			24488 3			
ELECTRICAL/ELECTRONIC		29250 1		33056 10		28282 15	24000 1		
ENIVRONMENTAL ENGINEERING							22896 2		
INDUSTRIAL ENGINEERING		32000 1				29300 1			32550 2
MECHANICAL ENGINEERING				32954 7		29134 4			
ENGINEERING TECHNOLOGY	17250 2								
AGRIBUSINESS						18340 1			
ANIMAL SCIENCES						17600 1			
NATURAL RESOURCES							22000 1		
OTHER AGRICULTURAL SCIENC					18000 1				
COMPUTER PROGRAMMING				26900 3		26000 1			
INFORMATION SCIENCES		24000 1		25000 1			19600 1		
ALLIED HEALTH								20960 5	
HEALTH SCIENCES					21060 1				20000 3
NURSING					18140 1	36000 1	30000 1	28839 22 37000/24960	
PHARMACY								35309 7	
ARCHITECTURAL & ENVIRONME							27000 1		

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AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING		21000 1				30500 1		25136 3	
BUSINESS ADMINISTRATION	12000 1		15000 1			19000 1	22800 1	17500 2	26000 2
ECONOMICS & FINANCE	24000 1					28250 2	28333 3		30150 6
HUMAN RESOURCES (incl. LA				26000 1		25000 1			
MARKETING/MARKETING MANAG			34000 2				32000 2	19000 3	17650 2
ADVERTISING								28000 1	
COMMUNICATIONS									35000 1
HUMAN ECOLOGY (HOME ECONO				18000 1					
LETTERS (incl. English)								21667 3	32000 1
VISUAL & PERFORMING ARTS								24250 2	
HUMANITIES - OTHER								20000 1	
HISTORY								25000 1	
PSYCHOLOGY			17680 1						30000 1
SOCIOLOGY	20000 1		18084 1						
SOCIAL SCIENCES-OTHER			18000 1					27600 1	
AEROSPACE & AERONAUTICAL					32500 1				
ARCHITECTURAL ENGINEERING								30500 1	
CHEMICAL ENGINEERING						41540 3			40831 14
CIVIL ENGINEERING								29253 8	34130 2
COMPUTER ENGINEERING					31800 1	32308 2			
ELECTRICAL/ELECTRONIC					31167 6		36113 3	33498 4	36933 3
INDUSTRIAL ENGINEERING							31400 3	33500 1	
MECHANICAL ENGINEERING					32625 3	39560 2	33332 18	32100 3	38671 9

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
METALLURGICAL ENGINEERING					31720 1			28500 1	33900 2
ENGINEERING TECHNOLOGY								20000 2	
INDUSTRIAL TECHNOLOGY						33600 1		30600 1	33284 3
AGRIBUSINESS						25000 1			
ANIMAL SCIENCES						21500 6			
OTHER AGRICULTURAL SCIENC				20000 1		21000 1			
COMPUTER SCIENCE					37000 1			20176 1	34261 2
INFORMATION SCIENCES								27560 1	
ALLIED HEALTH			20000 1						
HEALTH SCIENCES	13000 1								
ARCHITECTURAL & ENVIRONME								27250 6	
BIOLOGICAL SCIENCES									24000 1
CHEMISTRY									30867 3
MATHEMATICS				25000 1					33000 1

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	27240	4	29571	7	21000	1					22800	1	18500	1	28000	8	28643	7
BUSINESS ADMINISTRATION	25000	3	15000	1	27500	2									27333	3		
ECONOMICS & FINANCE	23980	4	22000	1	26000	2			30000	1	28000	1			32000	1	28000	1
HOTEL/RESTAURANT MGMT.					24000	1												
HUMAN RESOURCES (incl. LA									30000	1								
MANAGEMENT INFO SYSTEMS			29500	1														
MARKETING/MARKETING MANAG	25000	7	25333	6	29933	9	36000	1	23000	1			31008	1	32000	1		
ADVERTISING															17000	1		
JOURNALISM													12000	1				
TELECOMMUNICATIONS/BROADC					23000	1												
POLITICAL SCIENCE/GOVT															27000	1		
ARCHITECTURAL ENGINEERING																	36492	1
CHEMICAL ENGINEERING									40000	1			38200	2	42243	7	40633	3
CIVIL ENGINEERING															41500	1	40080	1
COMPUTER ENGINEERING	38250	2	33617	7											33450	2		
ELECTRICAL/ELECTRONIC	19240	2	31083 40800/24000	31	35500	2			33600	1			36750	2	39300	1	38400	1
INDUSTRIAL ENGINEERING			32104	5			36000	1	28500	1			30500	2	34050	2		
MECHANICAL ENGINEERING	36450	2	35479	14			35413	3	34000	2			34000	1	35963	8	41830	2
METALLURGICAL ENGINEERING			34000	1					30732	2								
MINING (INCL GEOLOGICAL)											29000	2						
PETROLEUM ENGINEERING																	42600	1
INDUSTRIAL TECHNOLOGY			23880	2														
AGRIBUSINESS					27000	1												

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ANIMAL SCIENCES			21750 2						
NATURAL RESOURCES								26750 2	
OTHER AGRICULTURAL SCIENC			32250 2				35000 1	35000 1	
COMPUTER SCIENCE	25000 1			24200 1	29000 1			28000 2	
COMPUTER PROGRAMMING		34500 2						28000 1	
INFORMATION SCIENCES	35000 1	33000 1							
SYSTEMS ANALYSIS	31720 1								
GEOLOGY & GEOLOGICAL SCI						20800 1			

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					31000 1		23240 5
BUSINESS ADMINISTRATION					25000 3		23000 3
ECONOMICS & FINANCE							22000 6
HUMAN RESOURCES (incl. LA					24000 2		
MARKETING/MARKETING MANAG					23250 2	29000 3	25134 10
COMMUNICATIONS		24000 1					12480 1
TELECOMMUNICATIONS/BROADC							16500 1
TEXTILES & CLOTHING					27500 5		
LETTERS (incl. English)						18000 1	
VISUAL & PERFORMING ARTS						22000 1	13500 1
PSYCHOLOGY					30000 1		
SOCIAL SCIENCES-OTHER		30000 1					
CHEMICAL ENGINEERING					39071 7	39600 1	38850 2
CIVIL ENGINEERING							29000 1
COMPUTER ENGINEERING			44200 1				
ELECTRICAL/ELECTRONIC			27500 2			34733 3	32400 5
INDUSTRIAL ENGINEERING	37000 1		29000 1		33278 12	35240 1	
MECHANICAL ENGINEERING			32833 3	35200 4	34722 9	33709 7	30444 5
METALLURGICAL ENGINEERING				33950 4			
TEXTILE ENGINEERING					37075 4		
ENGINEERING TECHNOLOGY							15000 1
INDUSTRIAL TECHNOLOGY			27000 2				
OTHER AGRICULTURAL SCIENC					36500 1		

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
COMPUTER SCIENCE					30000 1		31920 1
COMPUTER PROGRAMMING						32000 1	
ALLIED HEALTH							24000 1
PHARMACY							43500 3
MATHEMATICS					30000 1	27400 1	16000 1
TEXTILE SCIENCE					28793 29 32004/25000		

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27891 180 40000/24000	23125 8	19000 1	22580 98 33000/18000	25833 6	18000 4	24393 18	26229 20 36000/18000	29500 3
BACHELOR - TECHNICAL	27000 1		18875 4	24929 7		28000 5	28250 30 40000/23000	29324 13	29289 32 41500/21000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24192 25 38500/18000	23988 21 35000/22000	19499 11	23319 50 36000/17000	21500 2	22056 117 35000/18000	21000 1	20449 6	19733 8
BACHELOR - TECHNICAL		21333 3	26400 2	26885 11		43631 54 57000/39570	24000 1	34284 2	14400 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	21333 3		24721 14	25401 10	19613 103 33000/14300	21430 25 27890/16000	18871 29 23000/15360	19612 9	18505 9
BACHELOR - TECHNICAL	17250 2	28417 3	26654 8	31861 22 38000/26000	19549 13	27370 34 38500/22996	26225 21 30024/22792	29843 35 42000/24960	25809 7

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	18667 3	21000 1	22794 6	22000 2		26200 5	28633 6	22442 17	28092 13
BACHELOR - TECHNICAL	13000 1		20000 1	22500 2	32146 13	29810 16	33438 24 38400/30000	28919 29 34500/25000	37113 40 43000/31500

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25271 18	26594 16	27775 16	36000 1	27667 3	25400 2	20503 3	27600 15	28563 8
BACHELOR - TECHNICAL	31067 9	32379 63 40800/25000	29429 7	33288 5	32571 8	26267 3	34988 8	35989 27 44100/28000	40348 9

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		27000 2			26286 14	25400 5	
BACHELOR - TECHNICAL	37000 1		31189 9	34575 8	32268 64 41500/28000	33886 14	

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT		ADVERTISING		ARCHITECTURAL		BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SOFTW		CONSULTING SER		ENGINEERING /	
MBA--NON-TECH	33610	17					33208	12	41800	5			28500	1	36422	10		
MBA--TECH							40000	1							40584	5	37000	1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SERVICES		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
MBA--NON-TECH	31000	4	26000	1	42000	1	36000	1			45060	2					40000	1
MBA--TECH			30000	1							36500	1						

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SERVICE	
MBA--NON-TECH					33705	4	36000	2							30750	2	33000	2
MBA--TECH					35600	1	45000	1										

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SERVICE		OTHER NONPROFI		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATER		CHEMICALS, DRU	
MBA--NON-TECH									26000	1	41000	1	34000	1			50500	2
MBA--TECH																		

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
MBA--NON-TECH	40000	1	46875	4					33000	1					32000	1		
MBA--TECH																		

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
MBA--NON-TECH							32000	1	34740	5	67200	1	38000	3
MBA--TECH									45500	1				

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27902 168 40000/24000	24487 76 33000/18500	22500 2		27000 1				23750 2
BUSINESS ADMINISTRATION	23000 3	13000 3	22867 27 29500/18000	24000 1	31000 2				22500 2
ECONOMICS & FINANCE	28100 5	26472 5	22494 16	22143 7	21000 1		20000 1	22000 1	25556 14
MARKETING/MARKETING MANAG		18000 1	22750 4	23000 1			27040 1		
COMMUNICATIONS				19500 2					
JOURNALISM				18000 1					
MERCHANDISING MANAGEMENT			14000 1						
LETTERS (incl. English)			24250 4						
HISTORY			24167 3		36000 1				
POLITICAL SCIENCE/GOVT									30000 1
AGRIBUSINESS			21000 1						
MATHEMATICS		15000 1	25250 4						
OTHER PHYSICAL & EARTH SC		22000 1							

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			13500 1						
BUSINESS ADMINISTRATION	19833 3	28000 1	20960 5						
ECONOMICS & FINANCE	25000 2	27000 2	24510 6						
HUMAN RESOURCES (incl. LA		21840 1							
MARKETING/MARKETING MANAG		25380 1	21600 3					20488 1	
ADVERTISING				25000 1	25000 1		19500 2	21500 1	
COMMUNICATIONS	18000 1		16640 1			12480 1	17000 1	22000 3	
JOURNALISM						26000 1		13500 1	
TELECOMMUNICATIONS/BROADC							16500 1		
HUMAN ECOLOGY (HOME ECONO				13000 1					
LETTERS (incl. English)		15600 1						19000 2	18000 1
VISUAL & PERFORMING ARTS				22892 5					
POLITICAL SCIENCE/GOVT		26680 2							
PSYCHOLOGY		26000 1						20000 1	19500 1
INDUSTRIAL ENGINEERING			29000 1						
ARCHITECTURAL & ENVIRONME				19667 3					
MATHEMATICS		24000 1							
TEXTILE SCIENCE				26500 4					

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING							28500 1		19962 9
BUSINESS ADMINISTRATION		24300 3	22500 2			21000 1	23495 20 31000/18500	18122 3	
DISTRIBUTION MANAGEMENT							22000 1		
ECONOMICS & FINANCE	18000 1	31000 2		29560 1			23458 19		26971 7
HUMAN RESOURCES (incl. LA		30000 1					23750 2		
MARKETING/MARKETING MANAG		22468 8	23833 6	29756 9	28000 1		25312 41 38400/18000	24000 1	
REAL ESTATE							16600 1		
ADVERTISING	20000 1						24000 3		
COMMUNICATIONS			22000 1				21750 4		24000 1
JOURNALISM	24000 1						17750 2		
TELECOMMUNICATIONS/BROADC							26500 2		
TEXTILES & CLOTHING			19000 1						
LETTERS (incl. English)	16000 1			32000 1			17667 3		
HUMANITIES - OTHER							19833 3		
CRIMINAL JUSTICE			22000 1						
HISTORY	31250 1						25000 1	22500 1	
POLITICAL SCIENCE/GOVT			15600 1				27000 1	20000 1	
SOCIAL SCIENCES-OTHER	25500 1						27600 1		
CHEMICAL ENGINEERING							40000 1		
ELECTRICAL/ELECTRONIC							28500 2		
INDUSTRIAL ENGINEERING							31250 2		
MECHANICAL ENGINEERING				24000 1			29033 3		
AGRIBUSINESS			27000 1						

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
NATURAL RESOURCES							25000 1		
OTHER AGRICULTURAL SCIENC		27000 1							
BIOLOGICAL SCIENCES							19333 3		
CHEMISTRY							34000 2		
TEXTILE SCIENCE							30000 2		

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27789 1						24000 1
ECONOMICS & FINANCE	18453 2								
MANAGEMENT INFO SYSTEMS							35000 1		
MARKETING/MARKETING MANAG			15000 1					30000 1	
HUMANITIES - OTHER		15360 1							
CRIMINAL JUSTICE		25667 3	24000 1	21000 1					
POLITICAL SCIENCE/GOVT		18880 2	20000 1						
SOCIAL SCIENCES-OTHER	19750 1	26000 1			19953 2				
AEROSPACE & AERONAUTICAL									32500 1
CHEMICAL ENGINEERING							41040 1	31333 3	41160 4
CIVIL ENGINEERING			23000 1				27180 18	38627 3	
COMPUTER ENGINEERING							35000 1		
ELECTRICAL/ELECTRONIC							31109 5		34643 14
ENIVRONMENTAL ENGINEERING								27264 3	
INDUSTRIAL ENGINEERING									32509 19
MECHANICAL ENGINEERING							33445 19	20520 3	35550 27 42420/32000
METALLURGICAL ENGINEERING							31464 1		33425 4
ENGINEERING TECHNOLOGY							25000 1		
INDUSTRIAL TECHNOLOGY									30800 2
COMPUTER PROGRAMMING									40000 1
NURSING			36000 1						
ARCHITECTURAL & ENVIRONME							26125 4		
BIOLOGICAL SCIENCES								21500 1	

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CHEMISTRY								25500 2	
GEOLOGY & GEOLOGICAL SCI								21000 1	
MATHEMATICS									30000 1
OTHER PHYSICAL & EARTH SC								25000 1	

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION								29000 1	
ECONOMICS & FINANCE					25000 1		44000 1		
MANAGEMENT INFO SYSTEMS			24000 1						
TEXTILES & CLOTHING							30000 1		
SOCIAL SCIENCES-OTHER								30000 1	
AEROSPACE & AERONAUTICAL									30000 1
AGRICULTURAL ENGINEERING									25000 1
ARCHITECTURAL ENGINEERING								35246 2	30500 1
CHEMICAL ENGINEERING					42500 1	40650 2	40280 21 42600/38400	40200 5	40600 7
CIVIL ENGINEERING							33960 1	27605 11	28177 4
COMPUTER ENGINEERING	32543 7		32321 10	36500 1		33500 1			37603 3
ELECTRICAL/ELECTRONIC	31370 7	33246 12	32333 3	30533 3	29625 2	24947 3	38500 1	33334 7	30679 40 38400/28000
INDUSTRIAL ENGINEERING	32480 1							32800 3	32231 7
MECHANICAL ENGINEERING		33560 4	37800 1	36550 2	36910 6		36250 4	35636 20 42100/31200	32130 32 37500/28000
METALLURGICAL ENGINEERING					28500 2	31720 1	36800 1		
MINING (INCL GEOLOGICAL)								29000 2	
PETROLEUM ENGINEERING									42600 1
TEXTILE ENGINEERING								37900 2	36250 2
ENGINEERING TECHNOLOGY			27000 1					15000 1	18875 4
INDUSTRIAL TECHNOLOGY					24000 1			30300 2	29871 3
AGRIBUSINESS								25000 1	
ANIMAL SCIENCES					24000 1				
OTHER AGRICULTURAL SCIENC					35000 1			36250 2	36500 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
COMPUTER SCIENCE			30250 4					33000 1	34530 3
COMPUTER PROGRAMMING			32000 1			30000 1			
ARCHITECTURAL & ENVIRONME								27500 1	
CHEMISTRY					24600 1				
GEOLOGY & GEOLOGICAL SCI	20800 1								
TEXTILE SCIENCE								31000 1	

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23250 2								
SPECIAL EDUCATION									32000 1
LETTERS (incl. English)	11440 1								
PSYCHOLOGY									15000 1
CHEMICAL ENGINEERING									41000 1
OTHER AGRICULTURAL SCIENC									18000 1
ALLIED HEALTH	24000 1		26300 3		24000 1		31000 1		22500 2
HEALTH SCIENCES		21069 1							18000 3
NURSING				28441 24 37000/24960					
PHARMACY						43690 62 57000/39500			
BIOLOGICAL SCIENCES									28000 1

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BUSINESS ADMINISTRATION	20000	1					15000	1	23500	2	20000	1						
ECONOMICS & FINANCE									24500	2								
MANAGEMENT INFO SYSTEMS									22767	3	26225	7	30475	4				
MARKETING/MARKETING MANAG	33000	1							27000	2								
REAL ESTATE																	17686	1
ADVERTISING	12000	1																
COMMUNICATIONS	14000	1																
ELEMENTARY EDUCATION	18720	1																
HUMAN ECOLOGY (HOME ECONO							18000	1										
LETTERS (incl. English)																	16000	1
POLITICAL SCIENCE/GOVT	17750	1			12000	1			21000	1								
PSYCHOLOGY			22920	4			18600	4										
SOCIOLOGY	18084	1	20000	1			18084	1							17000	1		
SOCIAL SCIENCES-OTHER	18586	3	15000	1			19000	2										
COMPUTER ENGINEERING									25794	6	31205	3						
ELECTRICAL/ELECTRONIC													25740	2				
AGRIBUSINESS																	20170	2
ANIMAL SCIENCES																	17600	1
NATURAL RESOURCES																	25250	2
OTHER AGRICULTURAL SCIENC																	17667	3
COMPUTER SCIENCE									25632	17	24500	3	25830	4				
COMPUTER PROGRAMMING									25952	7	33700	1	31000	3				
INFORMATION SCIENCES									26300	2	28596	8						

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
SYSTEMS ANALYSIS							31720 1		
HEALTH SCIENCES		19000 1							

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		27500 1		22500 2					
BUSINESS ADMINISTRATION		29000 8	23367 3	22565 46 36000/19000					16250 2
ECONOMICS & FINANCE		26925 4		23830 23 30000/20000					
HOTEL/RESTAURANT MGMT.				20821 4					
HUMAN RESOURCES (incl. LA			26000 1	20700 5					12000 1
MARKETING/MARKETING MANAG		25360 1	35000 1	22712 52 36000/20000					
COMMUNICATIONS				27500 2					
JOURNALISM				18500 2					15000 1
ELEMENTARY EDUCATION				15600 1					19614 58 30000/16000
PRE-ELEMENTARY EDUCATION									16758 6
PHYSICAL EDUCATION									17167 3
SPECIAL EDUCATION									20859 11
HUMAN ECOLOGY (HOME ECONO				19200 1					19250 2
TEXTILES & CLOTHING				26875 4					
MERCHANDISING MANAGEMENT				21100 5					
FOREIGN LANGUAGES		18000 1		23000 1					24000 1
LETTERS (incl. English)		27900 1		21333 3					18905 5
VISUAL & PERFORMING ARTS	13500 1								23620 5
HUMANITIES - OTHER				23000 4					
CRIMINAL JUSTICE		21000 1		21000 1		18000 1			
HISTORY		26500 1				21500 2			17750 2
POLITICAL SCIENCE/GOVT				21720 3					26000 1
PSYCHOLOGY				25689 9					

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
SOCIAL SCIENCES-OTHER				23250 2					27000 1
ELECTRICAL/ELECTRONIC	24000 1			34400 2					
INDUSTRIAL ENGINEERING		32550 2		33167 3					
METALLURGICAL ENGINEERING			33600 1					35000 1	
INDUSTRIAL TECHNOLOGY				30000 1					
ANIMAL SCIENCES				21214 7					
OTHER AGRICULTURAL SCIENC				21600 1					
COMPUTER PROGRAMMING								26000 1	
ARCHITECTURAL & ENVIRONME	27000 1			24000 2					
BIOLOGICAL SCIENCES		21780 2							19226 1
MATHEMATICS		28333 3		21500 2	25533 6				18958 7
PHYSICS									26000 1
OTHER PHYSICAL & EARTH SC									19000 1
TEXTILE SCIENCE				29000 22 32004/27000					

AVERAGE SALARY OFFERS JULY 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27825 176 40000/24000	24122 85 33000/17680	22751 57 33000/17800	21583 12	29200 5		23520 2	22000 1	25278 19
BACHELOR - TECHNICAL		18500 2	24400 5						

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	21250 6	24909 9	21675 16	21780 7	25000 1	19240 2	18125 4	19943 9	18750 2
BACHELOR - TECHNICAL		24000 1	29000 1	23571 7					

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	22458 6	24617 14	22217 12	29942 11	28000 1	21000 1	23882 105 38400/17500	20144 6	23086 17
BACHELOR - TECHNICAL		27000 1	27000 1	24000 1			28600 16		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18885 3	22303 7	21697 4	21000 1	19953 2		35000 1	30000 1	24000 1
BACHELOR - TECHNICAL			29500 2				30345 50 42660/23731	27749 17	34588 73 42500/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			24000 1		25000 1		37000 2	29500 2	
BACHELOR - TECHNICAL	31292 16	33324 16	31900 20 40000/29000	33533 6	32521 15	31420 8	39291 28 42600/35600	33082 61 42100/27500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	19313 3								
BACHELOR - TECHNICAL	24000 1	21069 1	26300 3	28441 24 37000/24960	24000 1	43690 62 57000/39500	31000 1		

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	18931	10	21113	6	12000	1	18165	9	23930	10	25447	8	30475	4	17000	1	16843	2
BACHELOR - TECHNICAL			19000	1					25774 37000/21870	32	28639	15	27952	10			20180	8

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON		RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL	13500	1	26998	18	26220	5	22833 36000/18200	170			20333	3					19618 32000/15000	99
BACHELOR - TECHNICAL	25500	2	27666	7	33600	1	27435 36000/20000	40	25533	6					30500	2	19693	10

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville - Engineering
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
University of North Florida
Oglethorpe University
Old Dominion University
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford university
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
University of Southern Mississippi
University of South Florida
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Troy State University - Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Polytechnic Institute & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1992 and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 10, 1993, through August 13, 1993) and cumulatively (September 1, 1992, and August 13, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	84	595	$24333	$26280	$29000	$25000	$18995	347	3152	$25955	$27493	$31000	$27000	$19600
BUSINESS ADMINISTRATION	130	586	24068	24698	28900	24000	19000	275	1490	23428	24555	28500	24000	18000
DISTRIBUTION MANAGEMENT	+	14	+	26686				1	52	22000	26083	*	*	*
ECONOMICS & FINANCE	106	425	25995	26717	33000	25000	21000	229	1441	25196	26902	31000	25000	20000
HOTEL/RESTAURANT MGMT.	4	26	20280	21504	*	*	*	8	112	20551	20780	*	*	*
HUMAN RESOURCES (incl. LA	8	30	23250	22523	*	*	*	19	82	22465	22759	*	*	*
MANAGEMENT INFO SYSTEMS	6	119	27790	29653	*	*	*	22	417	27251	29519	32175	27000	24000
MARKETING/MARKETING MANAG	74	294	23346	23441	30000	23000	17500	211	1251	23939	24361	30500	23500	18000
REAL ESTATE	+	5	+	21952				2	18	17143	25575	*	*	*
COMMUNICATIONS														
ADVERTISING	+	11	+	20662				10	44	21450	21515	*	*	*
COMMUNICATIONS	19	146	21579	21124	*	*	*	37	315	21111	21498	25000	22500	14000
JOURNALISM	4	30	20875	22050	*	*	*	13	106	19423	20503	*	*	*
TELECOMMUNICATIONS/BROADC	2	17	22359	24144	*	*	*	5	51	22843	23459	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	41	206	20269	20081	24000	20000	18000	101	439	19831	20097	24000	19000	16000
PRE-ELEMENTARY EDUCATION	+	17	+	16498				6	47	16758	16463	*	*	*
PHYSICAL EDUCATION	4	18	21004	21419	*	*	*	7	35	19359	21376	*	*	*
SPECIAL EDUCATION	11	47	20458	22408	*	*	*	23	98	21152	21837	26100	19600	18000
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	2	9	25000	20013	*	*	*	7	55	19814	20455	*	*	*
TEXTILES & CLOTHING	2	12	23400	20458	*	*	*	8	52	25413	21769	*	*	*
MERCHANDISING MANAGEMENT	11	14	21091	20786	*	*	*	17	29	20676	21083	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	12	28	22392	22521	*	*	*	15	54	22247	23025	*	*	*
LETTERS (incl. English)	31	99	21316	21496	29000	20000	15500	55	209	20805	21285	29000	20000	14500
VISUAL & PERFORMING ARTS	8	35	21592	20478	*	*	*	19	87	22042	20591	*	*	*
HUMANITIES - OTHER	4	28	21250	23332	*	*	*	12	99	20988	24373	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	30	18000	23853	*	*	*	10	64	22200	22680	*	*	*
HISTORY	28	81	25060	24504	32000	24500	18000	40	143	24848	23839	32000	24250	18000
POLITICAL SCIENCE/GOVT	32	97	24284	24240	30000	24000	16800	48	222	23390	24478	30000	23500	16000
PSYCHOLOGY	14	85	22034	20688	*	*	*	35	232	22465	20571	30000	22500	15000
SOCIOLOGY	6	34	20324	22911	*	*	*	10	78	19511	22079	*	*	*
SOCIAL SCIENCES-OTHER	10	76	21141	23228	*	*	*	26	212	21632	22684	27000	22500	15000
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	24	30000	31387	*	*	*	3	105	30833	31583	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	33800				1	19	25000	31796	*	*	*
ARCHITECTURAL ENGINEERING	+	14	+	27801				3	43	33664	28296	*	*	*
BIOENGINEERING & BIOMEDIC	2	4	35500	34875	*	*	*	2	17	35500	30874	*	*	*
CHEMICAL ENGINEERING	39	140	39986	38331	43500	41000	34600	85	748	39941	39482	42600	41000	36400
CIVIL ENGINEERING	17	170	29129	29143	*	*	*	55	684	28612	29211	33800	29000	23731
COMPUTER ENGINEERING	2	111	26000	34633	*	*	*	34	448	31447	33963	36000	32336	23000
ELECTRICAL/ELECTRONIC	75	388	34229	34535	39000	34500	30000	179	1396	32677	34313	38090	33500	28000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				3	6	$27264	$31569	*	*	*
INDUSTRIAL ENGINEERING	9	121	$31420	$33165	*	*	*	47	502	32193	32940	$35000	$33000	$29000
MECHANICAL ENGINEERING	42	337	33894	34190	$39000	$33800	$30000	164	1538	33805	34460	38400	34590	28476
METALLURGICAL ENGINEERING	1	28	36330	34718	*	*	*	12	115	32968	34178	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				2	41	29000	31826	*	*	*
NUCLEAR ENGINEERING	1	3	33800	35207	*	*	*	1	16	33800	34755	*	*	*
PETROLEUM ENGINEERING	+	8	+	37300				1	47	42600	38387	*	*	*
TEXTILE ENGINEERING	+	+	+	+				4	4	37075	37075	*	*	*
ENGINEERING TECHNOLOGY	4	72	23750	30862	*	*	*	11	192	21591	29236	*	*	*
INDUSTRIAL TECHNOLOGY	3	6	25833	26917	*	*	*	12	18	28609	28701	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	22	24000	23595	*	*	*	6	59	22890	22890	*	*	*
ANIMAL SCIENCES	+	7	+	26572				9	31	21122	22060	*	*	*
PLANT SCIENCES	1	5	20000	23400	*	*	*	1	8	20000	24000	*	*	*
NATURAL RESOURCES	1	9	25000	25775	*	*	*	4	28	25125	22442	*	*	*
OTHER AGRICULTURAL SCIENC	6	10	24030	24718	*	*	*	16	30	25486	25378	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	39	282	30402	31609	36000	31000	22000	71	872	28956	31329	35000	29000	21870
COMPUTER PROGRAMMING	2	10	32750	35990	*	*	*	17	46	29521	31599	*	*	*
INFORMATION SCIENCES	5	30	31356	30971	*	*	*	15	162	29210	29723	*	*	*
SYSTEMS ANALYSIS	3	4	30667	31000	*	*	*	4	8	30930	31733	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	2	54	30500	30945	*	*	*	10	90	26390	29208	*	*	*
HEALTH SCIENCES	3	18	23500	24736	*	*	*	8	48	20571	23561	*	*	*
NURSING	9	161	25711	30448	*	*	*	34	294	27941	31094	33280	28196	24000
PHARMACY	17	40	44841	43709	*	*	*	79	117	43937	43108	48000	45000	39500
SCIENCES														
ACTUARIAL	2	28	24000	33168	*	*	*	2	52	24000	33188	*	*	*
ARCHITECTURAL & ENVIRONME	1	13	18000	23697	*	*	*	12	49	23667	23676	*	*	*
BIOLOGICAL SCIENCES	14	42	21483	20796	*	*	*	22	101	21411	21558	28000	22000	15000
CHEMISTRY	9	23	24356	24661	*	*	*	14	70	25914	28002	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	2	23400	29200	*	*	*	3	10	21733	28216	*	*	*
MATHEMATICS	18	76	24338	27025	*	*	*	43	166	23767	26524	28500	24000	18000
PHYSICS	1	7	42400	32701	*	*	*	2	17	34200	26835	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				3	15	22000	22179	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				29	29	28793	28793	32000	29000	25000
TOTALS	985	5491						2641	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	46	300	$24622	$27634	$29650	$25000	$19608	222	2301	$27161	$28238	$31500	$28000	$22000
ACCOUNTING (PRIVATE)	32	234	25123	25340	29900	26000	19240	119	818	24297	25847	30500	25000	17680
COMMERCIAL BANKING (CONSU	38	90	21945	22225	25000	22850	16000	100	207	22527	23129	26000	24000	17500
COMMERCIAL BANKING (LENDI	14	53	23386	23544	*	*	*	26	235	22554	25515	25000	24000	18000
INVESTMENT BANKING (CORP	19	45	28895	29089	*	*	*	24	87	28958	29374	36000	27000	26000
INVESTMENT BANKING (MERG	3	5	30000	28900	*	*	*	3	15	30000	31100	*	*	*
INVESTMENT BANKING (REAL	+	2	+	17480				2	14	23520	21707	*	*	*
INVESTMENT BANKING (SALE	3	9	27333	18667	*	*	*	4	46	26000	27490	*	*	*
FINANCIAL/TREASURY ANALYS	34	164	28719	28784	34000	30000	21840	53	487	27485	28396	33600	27500	20500
PORTFOLIO MANAGEMENT / BR	3	31	23000	25039	*	*	*	9	84	21833	24372	*	*	*
UNDERWRITING	12	44	25250	26546	*	*	*	22	136	25054	25447	28000	25690	22000
INSURANCE - CLAIMS	13	52	23294	24654	*	*	*	30	132	22621	23556	27000	24000	16640
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	5	9	22300	18916	*	*	*	19	49	22577	20479	*	*	*
MEDIA PLANNING	1	16	14000	21531	*	*	*	2	38	19500	21403	*	*	*
REPORTING	1	12	15000	18000	*	*	*	3	37	17827	18023	*	*	*
COMMUNICATIONS-PRODUCTION	2	27	17350	21806	*	*	*	6	60	17867	21770	*	*	*
PUBLIC RELATIONS	6	43	20340	20492	*	*	*	15	96	20102	20980	*	*	*
WRITING / EDITING	2	22	21000	20705	*	*	*	4	54	19875	21496	*	*	*
MARKETING														
ADVERTISING	4	30	22375	21370	*	*	*	10	67	22425	21732	*	*	*
BRAND/PRODUCT MANAGEMENT	4	76	25750	24168	*	*	*	19	179	24981	24948	*	*	*
BUYER/MERCHANDISING	8	49	20775	24533	*	*	*	21	288	21895	24540	25000	22000	18200
DISTRIBUTION	11	30	27836	26130	*	*	*	23	86	28677	26777	32000	30000	24000
MARKET RESEARCH	3	41	21900	24764	*	*	*	4	102	23425	25012	*	*	*
PURCHASING	+	11	+	27742				1	24	21000	25925	*	*	*
SALES	108	393	26194	25536	33500	26000	20000	229	1282	25302	25606	33500	25000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	6	24	17975	20832	*	*	*	12	69	19060	21499	*	*	*
GOV'T-FINANCE, TAXATION,	5	32	19550	25281	*	*	*	22	111	22282	25020	27890	20750	18852
ECONOMIC PROGRAMS	3	7	23000	24086	*	*	*	6	19	20943	22261	*	*	*
LAW ENFORCEMENT	2	31	19937	24446	*	*	*	9	66	21777	24306	*	*	*
MILITARY	9	21	24522	24328	*	*	*	15	74	24433	24755	*	*	*
NATIONAL SECURITY	+	1	+	26788				1	6	21000	29265	*	*	*
URBAN / REGIONAL PLANNING	2	10	16250	22070	*	*	*	4	28	18102	24988	*	*	*
ENGINEERING														
BIOENGINEERING	+	6	+	30816				+	11	+	30809			
DESIGN / CONSTRUCT	19	148	31116	30765	*	*	*	70	790	30621	30842	37000	30000	23731
ENVIRONMENTAL/SANITATION	7	25	28216	31172	*	*	*	25	137	27970	31309	40080	26000	20520
MANUFACTURING/INDUSTRIAL	16	147	33186	34296	*	*	*	90	741	34221	34705	40000	34000	29400
SYSTEMS / PROGRAMMING	+	50	+	33590				16	217	31292	32984	*	*	*
POWER SYSTEMS	21	40	32942	34296	35045	34200	28000	37	170	33107	34227	36330	33800	28260
SOFTWARE DESIGN & DEVELOP	1	98	32700	34613	*	*	*	22	317	31578	34226	33500	32086	29000
HARDWARE DESIGN & DEVELOP	+	41	+	36468				6	235	33533	35844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	8	55	$38075	$34734	*	*	*	24	197	$34059	$34850	$40000	$35200	$25000
TESTING	6	33	30483	31180	*	*	*	14	114	31019	32535	*	*	*
PROCESS ENGINEERING	31	97	40378	37457	$43000	$41000	$37200	61	515	39768	38874	42504	41000	35600
PROJECT ENGINEERING	28	133	33596	33755	37080	33650	30000	91	544	33162	34400	38400	34000	28000
OTHER ENGINEERING	28	505	34953	33715	40000	35223	30000	138	1547	32429	33811	38400	33446	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	23	15900	25666	*	*	*	7	50	18520	23546	*	*	*
INDUSTRIAL HYGIENE	1	1	23400	23400	*	*	*	2	3	22235	24490	*	*	*
MEDICAL TECHNOLOGY	+	15	+	26272				3	35	26300	25471	*	*	*
NURSES / PERSONAL CARE	11	164	25218	30213	*	*	*	35	302	27428	30843	32400	28000	24000
OCCUPATIONAL THERAPY	1	17	31000	34976	*	*	*	2	28	27500	32077	*	*	*
PHARMACIST	17	40	44841	43284	*	*	*	79	118	43937	42887	48000	45000	39500
PHYSICAL THERAPY	+	2	+	21750				1	15	31000	24025	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	4	47	22375	24323	*	*	*	14	117	23036	22698	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	21	17500	20045	*	*	*	11	70	18801	19871	*	*	*
COUNSELING	6	34	17580	17829	*	*	*	13	103	19320	18975	*	*	*
FUNDRAISING / DEVELOPMENT	3	13	14633	17299	*	*	*	4	25	13975	16218	*	*	*
SOCIAL WORK	1	24	17500	19194	*	*	*	10	67	18098	19092	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	26	173	30835	30342	35900	31975	21000	68	616	27438	29542	35500	27000	20000
INFORMATION SYSTEMS	11	105	29671	29842	*	*	*	34	407	28222	30227	33700	27780	24000
SYSTEMS ANALYSIS & DESIGN	21	93	32771	31425	39200	31000	25000	35	338	31132	31156	39000	31000	24000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	34	25333	32462	*	*	*	4	68	23250	31809	*	*	*
AGRICULTUR/NATURAL RESOU	7	22	21577	22919	*	*	*	17	79	20363	21397	*	*	*
ARCHITECTURE	1	4	18000	19611	*	*	*	4	22	20625	21097	*	*	*
CONSULTING	25	209	30000	30880	34000	30000	25300	50	828	28592	30956	34000	28750	24000
HUMAN RESOURCES	10	46	22603	22682	*	*	*	16	115	24421	23366	*	*	*
MANAGEMENT TRAINEE	159	569	23258	23495	26700	23500	19000	369	1683	23515	23427	28600	23500	19000
MATH/STATISTICIANS	3	8	24682	28881	*	*	*	9	20	25249	26652	*	*	*
PARALEGAL	6	29	22917	22441	*	*	*	9	49	22056	21967	*	*	*
RESEARCH - NONTECHNICAL	+	8	+	27913				+	23	+	24153			
RESEARCH - TECHNICAL	5	20	26240	24691	*	*	*	7	58	27457	26392	*	*	*
TEACHING	96	418	20225	20172	25000	20000	15000	205	856	19906	20270	25506	19300	15000
TOTALS	985	5491						2641	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	19	44	$30064	$29819	*	*	*	49	144	$29774	$30284	$32000	$30000	$27000
MBA--NON-TECH	42	190	39149	36204	$50000	$36500	$31000	129	600	37129	36513	48000	35500	28500
MBA--TECH	2	37	44000	38984	*	*	*	14	106	40037	40980	*	*	*
MS-BUSINESS	1	15	39000	45389	*	*	*	3	22	32167	41652	*	*	*
ECONOMICS & FINANCE (BANK	2	13	28250	35993	*	*	*	5	36	28455	35275	*	*	*
HUMAN RESOURCES (INCL LAB	+	4	+	32125				8	19	33300	30837	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	32100				+	20	+	36155			
MARKETING/MKTNG MGT (RESE	+	10	+	42300				2	22	33250	40104	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	1	3	12550	14850	*	*	*	2	5	17175	19270	*	*	*
JOURNALISM	+	1	+	30000				2	4	23500	25250	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	3	16	21567	32616	*	*	*	5	34	24740	30581	*	*	*
ELEMENTARY EDUCATION	7	23	21526	22360	*	*	*	7	50	21526	25222	*	*	*
PHYSICAL EDUCATION	1	4	21500	25750	*	*	*	1	6	21500	23833	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	3	9	21297	25743	*	*	*	5	16	21838	26236	*	*	*
HUMANITIES														
HUMANITIES - OTHER	1	11	23500	26477	*	*	*	2	19	23250	27419	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	10	+	34111				2	20	52500	33821	*	*	*
SOCIAL SCIENCES - OTHER	7	15	24066	26102	*	*	*	9	23	24815	26893	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	20	+	38108				+	32	+	39757			
AGRICULTURAL	+	+	+	+				2	5	38000	42200	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	37020				+	3	+	37673			
CHEMICAL	1	5	52800	39859	*	*	*	3	34	44527	40874	*	*	*
CIVIL	3	63	30109	35195	*	*	*	7	136	32690	34606	*	*	*
COMPUTER	+	11	+	37991				8	47	40048	39161	*	*	*
ELECTRICAL/ELECTRONIC	2	100	40128	41865	*	*	*	16	335	39893	41291	*	*	*
INDUSTRIAL	1	37	33000	41402	*	*	*	3	81	34333	40259	*	*	*
MECHANICAL	2	97	33500	40155	*	*	*	5	272	37000	40457	*	*	*
METALLURGICAL	+	4	+	32275				1	8	33000	34575	*	*	*

continued

SCPA REGIONAL Report No. 6 SEPTEMBER 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	1	+	$30000				+	1	+	$30000			
NUCLEAR	+	3	+	43007				+	6	+	43170			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	23	+	30315				+	26	+	31201			
HEALTH SCIENCES	1	20	$26400	26074	*	*	*	2	33	$29200	27848	*	*	*
NURSING	+	8	+	31313				1	13	35000	34513	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	1	4	31105	32176	*	*	*	1	6	31105	30451	*	*	*
ARCHITECTURAL & ENVIRONME	1	3	35400	39000	*	*	*	1	3	35400	39000	*	*	*
BIOLOGICAL	+	2	+	33800				+	4	+	30650			
CHEMISTRY	1	10	38000	37640	*	*	*	1	26	38000	35690	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	4	75	44625	42867	*	*	*	8	169	41625	40115	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	7	+	33594				1	17	41000	35480	*	*	*
MATHEMATICS (INCL ACTUARI	2	8	30500	31848	*	*	*	4	25	33250	33183	*	*	*
PHYSICS	+	2	+	30000				+	5	+	31800			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	108	912						309	2435					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	19	77	$37704	$41076	*	*	*	54	267	$39607	$44326	$49000	$40000	$28000
MBA--TECH	+	12	+	47563				9	65	48411	52278	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	40	173	41570	46524	$48000	$42000	$35000	86	496	44814	49165	55000	42750	35000
MBA--TECH	2	41	39250	47126	*	*	*	15	184	46260	54286	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	20	120	43315	46465	55000	40000	35000	40	418	47125	50637	65000	45000	35000
MBA--TECH	7	72	54429	53198	*	*	*	11	202	56682	56040	*	*	*
TOTALS	88	495						215	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	2	2	$42900	$42900	*	*	*	2	3	$42900	$43600	*	*	*
COMPUTER & INFOR SCIENCES	2	17	55500	57601	*	*	*	2	35	55500	56513	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	4	16	44250	49419	*	*	*	8	30	49125	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	3	8	24817	32556	*	*	*	3	9	24817	31494	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	32000	32000	*	*	*
PSYCHOLOGY	+	7	+	30357				+	11	+	32291			
SOCIOLOGY	+	2	+	37500				+	5	+	33773			
SOCIAL SCIENCES	1	1	33360	33360	*	*	*	1	3	33360	31120	*	*	*
ENGINEERING														
AEROSPACE	+	3	+	54667				+	3	+	54667			
CHEMICAL	+	3	+	58753				3	50	58000	55078	*	*	*
CIVIL	+	6	+	45029				+	10	+	48268			
COMPUTER	+	4	+	42125				+	14	+	53912			
ELECTRICAL/ELECTRONIC	+	34	+	57785				1	80	42000	57076	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	20	+	57678				+	47	+	54217			
METALLURGICAL	+	5	+	46748				3	20	52580	49425	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	46000				+	8	+	36250			
BIOLOGICAL	1	3	40000	33333	*	*	*	2	4	39000	34500	*	*	*
CHEMISTRY	5	10	49680	49594	*	*	*	5	41	49680	50933	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	5	+	33400				+	6	+	39500			
PHYSICS	+	1	+	41000				1	8	40298	50600	*	*	*
POLYMER	1	1	51600	51600	*	*	*	4	4	55035	55035	*	*	*
TOTALS	19	150						36	396					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27251 213 40000/22000	20000 1		22340 15		22000 1	27500 1	21370 4	
BUSINESS ADMINISTRATION	24800 5			23303 64 29500/19500	30000 4		23250 4	27442 12	23500 1
ECONOMICS & FINANCE	27214 7	25000 1		23383 75 36000/18000	27115 13	25833 3	29850 4	27157 7	
MANAGEMENT INFO SYSTEMS	28667 3			24250 2			28263 6	27000 1	35000 1
MARKETING/MARKETING MANAG		25000 1	20800 1	21150 16		16833 3	21600 5		30000 1
ADVERTISING		21667 3							
COMMUNICATIONS		22000 1		18833 3		17000 1	18000 1		
JOURNALISM		25000 2		18000 1	18000 1				
ELEMENTARY EDUCATION				22000 1					
MERCHANDISING MANAGEMENT				14000 1					
FOREIGN LANGUAGES								18000 1	
LETTERS (incl. English)		18000 1		24667 6		18700 1	27300 1	27900 1	
VISUAL & PERFORMING ARTS			19000 1					31000 1	
HISTORY				24417 6	36000 4			31167 3	
POLITICAL SCIENCE/GOVT				22300 5	30000 1	20000 1	26800 3		
PSYCHOLOGY							30000 1		
SOCIOLOGY				25000 1					
SOCIAL SCIENCES-OTHER					30000 1				
AGRICULTURAL ENGINEERING								25000 1	
CHEMICAL ENGINEERING									39667 3
CIVIL ENGINEERING								28360 2	28909 7
COMPUTER ENGINEERING						33250 2	31063 8		30000 3
ELECTRICAL/ELECTRONIC						33500 1	33244 9	34223 5	30991 8

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ENIVRONMENTAL ENGINEERING									36000 1
INDUSTRIAL ENGINEERING				30000 1				31240 2	
MECHANICAL ENGINEERING								29000 2	29127 12
ENGINEERING TECHNOLOGY							27000 1		25500 2
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE	27000 1			23750 2			28105 19	33043 7	
COMPUTER PROGRAMMING							27400 5	33250 2	
SYSTEMS ANALYSIS							30667 3		
ARCHITECTURAL & ENVIRONME			18700 5						
BIOLOGICAL SCIENCES									24833 3
CHEMISTRY									25500 2
GEOLOGY & GEOLOGICAL SCI									21000 1
MATHEMATICS				25200 5	26500 2	18000 1	26900 2	26140 5	
PHYSICS								42400 1	
OTHER PHYSICAL & EARTH SC						22000 1			25000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	17800 1	22500 1		24861- 14		25463 7		14400 1	12000 1
BUSINESS ADMINISTRATION	24423 13	23000 8	21000 5	23261 27 28500/19000		22376 49 30000/19000			20450 2
DISTRIBUTION MANAGEMENT						22000 1			
ECONOMICS & FINANCE	27414 22 38500/20500	24071 7		25230 22 36000/21000		22657 14		23000 1	
HOTEL/RESTAURANT MGMT.		22500 1	18981 5						
HUMAN RESOURCES (incl. LA			16000 1	20947 3		22567 3			
MANAGEMENT INFO SYSTEMS				23400 1		28996 2			
MARKETING/MARKETING MANAG	25900 3	20400 5		24748 10	18000 1	22619 66 35000/18500			
ADVERTISING				27000 1					22000 2
COMMUNICATIONS	20667 3	19667 3		18285 4		23813 8	22500 1		
JOURNALISM						24000 4			15000 2
TELECOMMUNICATIONS/BROADC				30000 1					
ELEMENTARY EDUCATION		22500 1		25776 1		15600 1			
SPECIAL EDUCATION			11000 1						
HUMAN ECOLOGY (HOME ECONO		35000 1	19200 1			13000 1			
TEXTILES & CLOTHING						19000 1			
MERCHANDISING MANAGEMENT						20821 14			
FOREIGN LANGUAGES		23000 2				25200 5			26000 1
LETTERS (incl. English)	30000 1		18000 2	22120 5	19250 2	17200 5			18000 2
VISUAL & PERFORMING ARTS									20480 2
HUMANITIES - OTHER		23000 2				22100 5			
CRIMINAL JUSTICE		30000 1				22000 1	21000 1	24500 1	
HISTORY	21840 1	31250 1		24333 3	26500 2	24500 2	22500 1		22000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
POLITICAL SCIENCE/GOVT	31125 4	23333 3		27060 6	25000 1	26290 4	16800 1	19389 3	
PSYCHOLOGY		35000 1	20000 1	29000 2	17000 1	22143 7		19750 2	
SOCIOLOGY				17000 1					
SOCIAL SCIENCES-OTHER		23000 2		27000 1		24000 2		26000 1	
COMPUTER ENGINEERING									14400 1
ELECTRICAL/ELECTRONIC						27000 1			
INDUSTRIAL ENGINEERING				29000 1					
MECHANICAL ENGINEERING		30000 1	31200 1				24000 1		
ENGINEERING TECHNOLOGY						22000 2			
INDUSTRIAL TECHNOLOGY						24500 1			
AGRIBUSINESS		22000 1							
OTHER AGRICULTURAL SCIENC		12000 1	21600 1						
COMPUTER SCIENCE	33000 1			24922 6		25000 2		34284 2	
COMPUTER PROGRAMMING				30663 1					
INFORMATION SCIENCES				29302 4		24500 1			
ALLIED HEALTH				24000 1					
PHARMACY						44918 68 57000/40000			
ACTUARIAL				24000 2					
BIOLOGICAL SCIENCES			22000 1			16750 2			25000 1
MATHEMATICS	25000 1			26000 2		15000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	20000 1		18733 3	23368 6	11460 1	21288 5	18823 12	18000 2	21272 2
BUSINESS ADMINISTRATION			20000 3	26309 1	16250 2	21706 4	19170 4	23250 2	20000 2
ECONOMICS & FINANCE	26000 1	22000 2	27500 1	28953 2		24265 6	21000 1		
HOTEL/RESTAURANT MGMT.				23000 1					
HUMAN RESOURCES (incl. LA			21967 3		12000 1				
MANAGEMENT INFO SYSTEMS			26628 1	27800 1			19500 2		
MARKETING/MARKETING MANAG		12000 1	27100 17			20486 8		20488 1	24000 1
REAL ESTATE						17686 1	16600 1		
ADVERTISING								12000 1	21500 1
COMMUNICATIONS			18500 2	31000 1		24000 1	14000 1		
JOURNALISM					14250 2				
TELECOMMUNICATIONS/BROADC						22717 1			
ELEMENTARY EDUCATION					19774 96 30000/16000		18720 1		
PRE-ELEMENTARY EDUCATION					16758 6				
PHYSICAL EDUCATION					19359 7				
SPECIAL EDUCATION					21074 20 30000/18000			32000 1	22000 1
HUMAN ECOLOGY (HOME ECONO					19250 2				
TEXTILES & CLOTHING					15000 1				
MERCHANDISING MANAGEMENT									18000 1
FOREIGN LANGUAGES					20340 5				
LETTERS (incl. English)					18656 15		17000 2	11440 1	
VISUAL & PERFORMING ARTS					22730 8			25000 1	
HUMANITIES - OTHER					22000 1		15360 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
CRIMINAL JUSTICE			21000 1			24000 1	20500 3		
HISTORY	18000 1				18649 9	21750 2			
POLITICAL SCIENCE/GOVT	16000 1		15600 1		23000 3	19000 5	17072 3		
PSYCHOLOGY			24700 1	27000 1	33000 1	21467 3	21500 2	14700 1	14500 4
SOCIOLOGY	20000 1					19222 2		18084 1	22500 1
SOCIAL SCIENCES-OTHER			25500 1		24169 3	20969 3	17335 6		15500 2
AEROSPACE & AERONAUTICAL			30000 1						
ARCHITECTURAL ENGINEERING				34000 1					
CHEMICAL ENGINEERING						38500 1	26629 4		41000 1
CIVIL ENGINEERING			25032 7	34423 2		25451 4	27489 16		
COMPUTER ENGINEERING			35000 1			24488 3			
ELECTRICAL/ELECTRONIC		29250 1		34093 26 38090/32406		28837 17	24000 1	39200 1	
ENIVRONMENTAL ENGINEERING							22896 2		
INDUSTRIAL ENGINEERING		32000 1				29300 1			32550 2
MECHANICAL ENGINEERING		30000 1		33674 13		28464 6			
METALLURGICAL ENGINEERING				36330 1					
NUCLEAR ENGINEERING				33800 1					
ENGINEERING TECHNOLOGY	17250 2					26000 1			
AGRIBUSINESS						21170 2			
ANIMAL SCIENCES						17600 1			
PLANT SCIENCES					20000 1				
NATURAL RESOURCES						25000 1	22000 1		
OTHER AGRICULTURAL SCIENC					18000 1	18960 3			

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
COMPUTER SCIENCE		26500 2	32283 3			34403 1	19250 2		
COMPUTER PROGRAMMING				26900 3		26000 1			
INFORMATION SCIENCES		24000 1		25000 1		25970 1	19600 1		
ALLIED HEALTH							31000 1	26980 5	30000 1
HEALTH SCIENCES					23356 3		21501 1		20000 3
NURSING					18140 1	36000 1	30000 1	27931 31 37000/24000	
PHARMACY								35770 8	
ARCHITECTURAL & ENVIRONME							27000 1		
BIOLOGICAL SCIENCES				19296 1	19238 5	23000 2	16000 1	20500 2	22280 2
CHEMISTRY		22200 1				26000 1		15000 1	
MATHEMATICS					21153 15	24399 2	18000 1		
PHYSICS					26000 1				
OTHER PHYSICAL & EARTH SC					19000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SERVICE		OTHER NONPROFI		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATER		CHEMICALS, DRU	
ACCOUNTING			21000	1	26424	1					30500	1	20800	2	23727	4		
BUSINESS ADMINISTRATION	12000	1			15000	1	22500	1	18000	1	23300	2	25150	2	20563	8	26875	8
ECONOMICS & FINANCE	24000	1									28250	2	28750	4			30150	6
HUMAN RESOURCES (incl. LA							26000	1			25000	1			20000	2		
MARKETING/MARKETING MANAG					34000	2	23950	2					32000	2	19880	5	24700	4
ADVERTISING															28000	1		
COMMUNICATIONS			18000	1	17500	2											32500	2
TELECOMMUNICATIONS/BROADC															22000	1		
HUMAN ECOLOGY (HOME ECONO							18000	1										
MERCHANDISING MANAGEMENT																	28000	1
FOREIGN LANGUAGES	16000	1																
LETTERS (incl. English)							16000	1			29000	1			21750	4	30667	3
VISUAL & PERFORMING ARTS	21000	1	16000	1											24250	2		
HUMANITIES - OTHER	14000	1			24000	1									20000	1		
CRIMINAL JUSTICE															18000	1		
HISTORY															25000	1		
POLITICAL SCIENCE/GOVT	15000	1															30000	1
PSYCHOLOGY	24000	1			14331	2	21500	1									31400	2
SOCIOLOGY	18000	2			18084	1												
SOCIAL SCIENCES-OTHER					18000	1	13900	1							27600	1		
AEROSPACE & AERONAUTICAL									31250	2								
ARCHITECTURAL ENGINEERING															30500	1		
BIOENGINEERING & BIOMEDIC																	37000	1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
CHEMICAL ENGINEERING						41540 3		39600 1	40559 33 45000/38800
CIVIL ENGINEERING								29302 10	34130 2
COMPUTER ENGINEERING					31800 1	32308 2			
ELECTRICAL/ELECTRONIC					30375 8		34638 9	34798 5	38613 8
INDUSTRIAL ENGINEERING							30840 5	33500 1	
MECHANICAL ENGINEERING					32625 3	39560 2	33405 25 38100/30000	32060 5	38623 15
METALLURGICAL ENGINEERING					31720 1			28500 1	33900 2
ENGINEERING TECHNOLOGY								20000 2	
INDUSTRIAL TECHNOLOGY						29050 2		30600 1	33284 3
AGRIBUSINESS						25000 1			
ANIMAL SCIENCES						21500 6			
OTHER AGRICULTURAL SCIENC				20000 1		21000 1			31800 1
COMPUTER SCIENCE					35600 3			20176 1	34261 2
INFORMATION SCIENCES								27560 1	
ALLIED HEALTH			20000 1						
HEALTH SCIENCES	13000 1								
ARCHITECTURAL & ENVIRONME								27250 6	
BIOLOGICAL SCIENCES									24000 1
CHEMISTRY									27950 8
MATHEMATICS				25000 1					33000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	27240	4	29571	7	21000	1			24500	1	22800	1	18500	1	28100	10	28643	7
BUSINESS ADMINISTRATION	25000	3	26450	4	27925	4	22000	1							26750	4		
ECONOMICS & FINANCE	23980	4	22000	1	26000	3	31500	2	30000	1	28000	1			32000	1	28000	1
HOTEL/RESTAURANT MGMT.					24000	1												
HUMAN RESOURCES (incl. LA									30000	1								
MANAGEMENT INFO SYSTEMS			29500	1														
MARKETING/MARKETING MANAG	25000	7	25000	8	28673	11	30200	3	23000	1			31008	1	30250	4	30500	1
ADVERTISING															17000	1		
JOURNALISM													12000	1				
TELECOMMUNICATIONS/BROADC					23000	1												
HISTORY			32000	1														
POLITICAL SCIENCE/GOVT															27000	1		
ARCHITECTURAL ENGINEERING																	36492	1
BIOENGINEERING & BIOMEDIC			34000	1														
CHEMICAL ENGINEERING							41496	1	40000	1			38200	2	42495	10	42025	8
CIVIL ENGINEERING															41500	1	40080	1
COMPUTER ENGINEERING	32833	3	33617	7											33450	2		
ELECTRICAL/ELECTRONIC	30003	6	31328 40800/25000	41	35500	2			31200	3			37500	3	36400	2	40067	3
INDUSTRIAL ENGINEERING			33089	9			36000	1	28500	1			30500	2	34050	2		
MECHANICAL ENGINEERING	36450	2	35238	18			36310	4	31200	5			34000	1	36530	10	41830	2
METALLURGICAL ENGINEERING			34000	1					30732	2								
MINING (INCL GEOLOGICAL)											29000	2						
PETROLEUM ENGINEERING																	42600	1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
INDUSTRIAL TECHNOLOGY		23880 2			28500 1				
AGRIBUSINESS			27000 1						
ANIMAL SCIENCES			21750 2						
NATURAL RESOURCES								26750 2	
OTHER AGRICULTURAL SCIENC			32250 2				35000 1	35000 1	
COMPUTER SCIENCE	29136 5	29375 4		24200 1	30100 2			29067 3	
COMPUTER PROGRAMMING		34500 2						28000 1	
INFORMATION SCIENCES	35328 4	33000 1							
SYSTEMS ANALYSIS	31720 1								
BIOLOGICAL SCIENCES								29000 1	
GEOLOGY & GEOLOGICAL SCI						20800 1			
MATHEMATICS	33000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					29150 2	29760 5	24900 7
BUSINESS ADMINISTRATION			20950 2	30600 1	26670 10	28900 1	20804 9
ECONOMICS & FINANCE		36000 1			27000 2	31000 1	22000 9
HUMAN RESOURCES (incl. LA					27133 3		
MANAGEMENT INFO SYSTEMS							29120 1
MARKETING/MARKETING MANAG		18000 1			23250 2	29000 3	24531 14
COMMUNICATIONS		24000 1					12480 1
TELECOMMUNICATIONS/BROADC							16500 1
HUMAN ECOLOGY (HOME ECONO							15000 1
TEXTILES & CLOTHING					28217 6		
LETTERS (incl. English)						18000 1	
VISUAL & PERFORMING ARTS						22000 1	13500 1
HISTORY					21000 1		30000 1
PSYCHOLOGY					30000 1		
SOCIAL SCIENCES-OTHER		30000 1					
CHEMICAL ENGINEERING					39364 11	41201 3	37233 3
CIVIL ENGINEERING						27000 1	29500 2
COMPUTER ENGINEERING			44200 1				
ELECTRICAL/ELECTRONIC			27500 2			34350 12	32400 5
INDUSTRIAL ENGINEERING	37000 1		29000 1		32323 15	35240 1	
MECHANICAL ENGINEERING			32725 4	35200 4	34722 9	33097 12	31203 6
METALLURGICAL ENGINEERING				33950 4			
TEXTILE ENGINEERING					37075 4		

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ENGINEERING TECHNOLOGY							15000 1
INDUSTRIAL TECHNOLOGY			27000 2				
OTHER AGRICULTURAL SCIENC	27750 2				36500 1		
COMPUTER SCIENCE					30000 1		31920 1
COMPUTER PROGRAMMING						32000 1	32000 1
ALLIED HEALTH							24000 1
PHARMACY							43500 3
CHEMISTRY							25000 1
GEOLOGY & GEOLOGICAL SCI	23400 1						
MATHEMATICS					30000 1	27400 1	16000 1
TEXTILE SCIENCE					28793 29 32004/25000		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27214 228 40000/22000	22500 10	19900 2	23003 196 36000/18000	28938 24 40000/21000	20570 10	25891 26 35400/18000	26743 30 37000/18000	29500 3
BACHELOR - TECHNICAL	27000 1		18700 5	24944 9	26500 2	28000 5	29606 47 50000/24000	31267 27 42400/26000	29472 43 41500/21500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26128 48 38500/19000	23596 39 35000/21000	18882 16	24203 102 40000/18000	21643 7	22572 202 40000/18500	20700 4	20619 9	19374 13
BACHELOR - TECHNICAL	29000 2	21333 3	24933 3	26494 17		41960 78 57000/25000	24000 1	34284 2	19700 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	20000 5	18667 3	24139 34 34000/19000	25632 13	19790 183 33000/14300	21319 42 27890/17686	18486 39 26000/14000	19656 11	18636 15
BACHELOR - TECHNICAL	17250 2	27207 7	28089 12	33105 49 38090/28000	20882 28 28000/18000	26838 49 38500/21000	25446 33 33000/20000	28794 48 42000/24000	26740 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	18000 9	18333 3	21197 11	20725 8	18000 1	26800 7	27090 10	21771 31 32500/18000	28611 27 44000/24000
BACHELOR - TECHNICAL	13000 1		20000 1	22500 2	31872 18	29497 17	33361 39 38400/30000	29750 35 40000/26000	37409 77 45000/31000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	25271 18	27105 22 36000/23000	27290 21 35000/24000	29267 6	26875 4	25400 2	20503 3	27857 21 32000/27000	28778 9
BACHELOR - TECHNICAL	31960 22 40000/25000	32408 86 40800/25000	29429 7	35277 7	31218 15	26267 3	35433 9	36379 35 46500/28500	41202 16

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL		27000 4	20950 2	30600 1	26933 27 33400/22000	27975 12	
BACHELOR - TECHNICAL	28975 4		31310 10	34575 8	32537 71 43500/28000	34019 31 42504/30000	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	33743 20 40000/29000			33871 17	42500 8		28500 1	38801 14	
MBA--TECH				40000 1				40153 6	37000 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	35714 7	26000 1	42000 1	36000 1	40667 3	45060 2			40000 1
MBA--TECH		30000 1				36500 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			36321 8	35510 3	23569 1	19608 1		30750 2	32667 3
MBA--TECH			35600 1	45000 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1	41000 1	34000 1		45533 3
MBA--TECH									50000 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	36500 2	47500 5			33000 1			34000 2	
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH		34200 2		32000 1	35814 7	51199 6	38000 3
MBA--TECH					45500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27227 210 40000/22000	24738 104 35000/19000	23000 5		27000 1				21920 5
BUSINESS ADMINISTRATION	24300 5	18868 6	23067 36 29500/18696	21750 4	29667 3	32000 1			26892 13
ECONOMICS & FINANCE	27214 7	26472 5	22365 31 33000/17500	23333 15	28500 16	35000 1	20000 1	24667 3	27400 23 38500/20500
MARKETING/MARKETING MANAG		18000 1	20438 8	18000 2			27040 1		
COMMUNICATIONS			18250 2	19500 2					
JOURNALISM				18000 1					
MERCHANDISING MANAGEMENT			14000 1						
LETTERS (incl. English)		18000 1	23800 5						30000 1
HISTORY			24375 4	24000 1	36000 1				32368 5
POLITICAL SCIENCE/GOVT			18250 2		28500 2				29375 4
SOCIAL SCIENCES-OTHER								30000 1	
ELECTRICAL/ELECTRONIC				32406 1					
AGRIBUSINESS			21000 1						
COMPUTER SCIENCE			25000 1						33000 1
MATHEMATICS		15000 1	25250 4		30000 1	23000 1			25000 1
OTHER PHYSICAL & EARTH SC		22000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		25000 1	13500 1						
BUSINESS ADMINISTRATION	19833 3	24000 5	22949 9						
ECONOMICS & FINANCE	21750 4	26000 5	24151 7						
HUMAN RESOURCES (incl. LA		21840 1							
MARKETING/MARKETING MANAG		25380 1	23517 6					20843 3	
ADVERTISING				25000 1	25000 1		19500 2	21500 1	
COMMUNICATIONS	18000 1		14320 2			12480 1	17000 1	20857 7	
JOURNALISM						20500 2		13500 1	
TELECOMMUNICATIONS/BROADC							16500 1		
ELEMENTARY EDUCATION			25776 1						
HUMAN ECOLOGY (HOME ECONO				14000 2					
LETTERS (incl. English)		22300 2	22000 1	20000 1	14000 1		18700 1	19000 2	18000 1
VISUAL & PERFORMING ARTS				22577 6			16000 1		
HISTORY			21500 2						22000 1
POLITICAL SCIENCE/GOVT	32000 1	26680 2							20000 1
PSYCHOLOGY		29000 2						20000 1	19500 1
SOCIAL SCIENCES-OTHER		27000 1							
INDUSTRIAL ENGINEERING			29000 1						
OTHER AGRICULTURAL SCIENC				27750 2					
COMPUTER SCIENCE		22000 1							
ARCHITECTURAL & ENVIRONME				19667 3					
MATHEMATICS		24000 1							
TEXTILE SCIENCE				26500 4					

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING							28250 2		19592 13
BUSINESS ADMINISTRATION		26225 4	21500 4			21000 1	24209 55 31000/19000	18354 4	
DISTRIBUTION MANAGEMENT							22000 1		
ECONOMICS & FINANCE	18000 1	31000 2		29560 1			24934 35 36000/20000		26971 7
HUMAN RESOURCES (incl. LA		30000 1					21375 4		
MARKETING/MARKETING MANAG	21750 2	22795 11	22689 9	28537 19	23425 4		25572 54 38400/18000	20400 2	22717 1
REAL ESTATE							16600 1		
ADVERTISING	20000 1						24000 3		
COMMUNICATIONS			22000 1				23667 9		24000 1
JOURNALISM	24000 1						21833 3		
TELECOMMUNICATIONS/BROADC							26500 2		
TEXTILES & CLOTHING			17000 2						
MERCHANDISING MANAGEMENT							24000 2		
FOREIGN LANGUAGES			24000 1				26000 1		
LETTERS (incl. English)	16000 1			32000 1			20167 6		
VISUAL & PERFORMING ARTS	16000 1								
HUMANITIES - OTHER							21125 4		
CRIMINAL JUSTICE			22000 1				18000 1		
HISTORY	30625 2						24625 4	21750 2	
POLITICAL SCIENCE/GOVT			15600 1				27667 6	17667 3	
PSYCHOLOGY							27650 2		
SOCIOLOGY							20000 1	18000 1	
SOCIAL SCIENCES-OTHER	25500 1						27600 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BIOENGINEERING & BIOMEDIC							35500 2		
CHEMICAL ENGINEERING							40000 1		
CIVIL ENGINEERING							30000 1		
ELECTRICAL/ELECTRONIC							31500 8		
INDUSTRIAL ENGINEERING							31250 2		
MECHANICAL ENGINEERING				24000 1			31086 7		
AGRIBUSINESS			27000 1						
NATURAL RESOURCES							25000 1		
OTHER AGRICULTURAL SCIENC		27000 1		31800 1					
COMPUTER SCIENCE			25000 1						
BIOLOGICAL SCIENCES							21750 4		
CHEMISTRY							28750 4		
TEXTILE SCIENCE							30000 2		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			27789 1						24000 1
ECONOMICS & FINANCE	20227 4								
MANAGEMENT INFO SYSTEMS							35000 1		
MARKETING/MARKETING MANAG			15000 1					30000 1	
COMMUNICATIONS	25000 1								
HUMANITIES - OTHER		15360 1							
CRIMINAL JUSTICE		25667 3	24000 1	21000 1					
POLITICAL SCIENCE/GOVT		19408 4	22000 2						
PSYCHOLOGY			24500 1						
SOCIAL SCIENCES-OTHER	19750 1	26000 1	25000 1		17135 3				
AEROSPACE & AERONAUTICAL									32500 1
CHEMICAL ENGINEERING							41040 1	32253 6	40898 6
CIVIL ENGINEERING			23000 1				27460 27 35045/23000	33576 5	
COMPUTER ENGINEERING							35000 1		
ELECTRICAL/ELECTRONIC			30000 1				31261 9	30000 1	34781 16
ENIVRONMENTAL ENGINEERING								27264 3	
INDUSTRIAL ENGINEERING									32178 23 35240/29400
MECHANICAL ENGINEERING			19200 1				33946 25 42660/29100	20520 3	34931 34 42420/30000
METALLURGICAL ENGINEERING							31464 1		33425 4
ENGINEERING TECHNOLOGY			26000 1				25000 1		
INDUSTRIAL TECHNOLOGY									30033 3
OTHER AGRICULTURAL SCIENC					21000 1				
COMPUTER PROGRAMMING									40000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
NURSING			36000 1						
ARCHITECTURAL & ENVIRONME							26125 4		
BIOLOGICAL SCIENCES			23000 2					18750 2	
CHEMISTRY			26000 1					25500 2	
GEOLOGY & GEOLOGICAL SCI								21000 1	
MATHEMATICS									30000 1
OTHER PHYSICAL & EARTH SC								25000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION						25000 1		29000 1	
ECONOMICS & FINANCE					25000 1		44000 1		
MANAGEMENT INFO SYSTEMS			24000 1						
TEXTILES & CLOTHING							30000 1		
SOCIAL SCIENCES-OTHER								30000 1	
AEROSPACE & AERONAUTICAL									30000 2
AGRICULTURAL ENGINEERING									25000 1
ARCHITECTURAL ENGINEERING								35246 2	30500 1
CHEMICAL ENGINEERING					40683 6	40650 2	40449 49 43900/36660	40200 5	40712 8
CIVIL ENGINEERING		33800 1					33960 1	27605 11	30415 7
COMPUTER ENGINEERING	32543 7		32321 10	36500 1		33500 1		30000 1	37603 3
ELECTRICAL/ELECTRONIC	31370 7	33919 23 40800/28476	32425 4	30533 3	32563 4	24947 3	40033 3	32849 22 36000/30000	31955 54 40800/28000
INDUSTRIAL ENGINEERING	32480 1							33672 5	32558 9
MECHANICAL ENGINEERING		33830 8	37800 1	36550 2	36209 7	32400 1	35800 5	35470 30 42100/30600	32758 38 40500/28000
METALLURGICAL ENGINEERING		36330 1			28500 2	31720 1	36800 1		
MINING (INCL GEOLOGICAL)								29000 2	
NUCLEAR ENGINEERING		33800 1							
PETROLEUM ENGINEERING									42600 1
TEXTILE ENGINEERING								37900 2	36250 2
ENGINEERING TECHNOLOGY		25000 1	27000 1					15000 1	18875 4
INDUSTRIAL TECHNOLOGY					24000 1			30300 2	28528 4
AGRIBUSINESS								25000 1	
ANIMAL SCIENCES					24000 1				

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
OTHER AGRICULTURAL SCIENC					35000 1			36250 2	36500 1
COMPUTER SCIENCE			30250 4			31375 4		33000 1	34530 3
COMPUTER PROGRAMMING			32000 1			30000 1			
INFORMATION SCIENCES		25970 1							
ARCHITECTURAL & ENVIRONME								27500 1	
BIOLOGICAL SCIENCES		19296 1							
CHEMISTRY					24600 1				
GEOLOGY & GEOLOGICAL SCI	20800 1								
TEXTILE SCIENCE								31000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	23250 2								
SPECIAL EDUCATION									32000 1
MERCHANDISING MANAGEMENT	18000 1								
LETTERS (incl. English)	11440 1								
VISUAL & PERFORMING ARTS									25000 1
PSYCHOLOGY	14700 1								15000 1
SOCIOLOGY				16000 1					
CHEMICAL ENGINEERING									41000 1
OTHER AGRICULTURAL SCIENC									18000 1
ALLIED HEALTH	24000 1		26300 3		27500 2		31000 1		25000 3
HEALTH SCIENCES		21069 1							18875 4
NURSING				27697 33 37000/24000					
PHARMACY						43937 79 57000/39500			
BIOLOGICAL SCIENCES				30000 1					20500 2
CHEMISTRY	15000 1								
GEOLOGY & GEOLOGICAL SCI		23400 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING							24000 1		
BUSINESS ADMINISTRATION	20000 1			15000 1	23500 2	20000 1			
ECONOMICS & FINANCE					24833 3				
HOTEL/RESTAURANT MGMT.									23000 1
MANAGEMENT INFO SYSTEMS					23732 4	26570 10	29982 6		
MARKETING/MARKETING MANAG	33000 1				27000 2				
REAL ESTATE									17686 1
ADVERTISING	12000 1								
COMMUNICATIONS	15750 2			17500 1					
TELECOMMUNICATIONS/BROADC									22717 1
ELEMENTARY EDUCATION	18720 1								
HUMAN ECOLOGY (HOME ECONO				18000 1					
LETTERS (incl. English)									16000 1
HUMANITIES - OTHER		24000 1							
POLITICAL SCIENCE/GOVT	17750 1		13500 2		21000 1	29700 2			
PSYCHOLOGY		19237 7		18600 4		30000 1			
SOCIOLOGY	18084 1	21250 2		18084 1				17000 1	20443 1
SOCIAL SCIENCES-OTHER	18586 3	15500 2	14450 2	19000 2					
COMPUTER ENGINEERING					25794 6	31205 3	22000 1		
ELECTRICAL/ELECTRONIC					34880 8	36000 1	32236 5		
AGRIBUSINESS									21447 3
ANIMAL SCIENCES									17600 1
NATURAL RESOURCES									25167 3

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
OTHER AGRICULTURAL SCIENC									17776 5
COMPUTER SCIENCE					26482 29 37000/20000	27480 7	31533 13		
COMPUTER PROGRAMMING					26708 8	33700 1	31625 4		
INFORMATION SCIENCES					31782 5	28596 8			
SYSTEMS ANALYSIS							30930 4		
HEALTH SCIENCES		19000 1							
ACTUARIAL								24000 2	
MATHEMATICS								28000 1	
PHYSICS							42400 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		27500 1		21000 3					
BUSINESS ADMINISTRATION		27930 10	21575 8	22839 91 36000/19000					16250 2
ECONOMICS & FINANCE		28733 9	26400 1	24391 46 32000/21000					
HOTEL/RESTAURANT MGMT.				20201 7					
HUMAN RESOURCES (incl. LA			26000 1	22864 11					12000 1
MARKETING/MARKETING MANAG		25360 1	27667 2	22608 79 36000/19000					
COMMUNICATIONS				25083 6					
JOURNALISM				18875 4					15000 1
TELECOMMUNICATIONS/BROADC				22000 1					
ELEMENTARY EDUCATION				20033 3					19774 96 30000/16000
PRE-ELEMENTARY EDUCATION									16758 6
PHYSICAL EDUCATION									19359 7
SPECIAL EDUCATION				11000 1					21118 21 30000/18500
HUMAN ECOLOGY (HOME ECONO				27100 2					19250 2
TEXTILES & CLOTHING				27860 5					
MERCHANDISING MANAGEMENT				20885 13					
FOREIGN LANGUAGES		18000 1		24667 6					19617 6
LETTERS (incl. English)		27900 1		23811 9		22500 3			18490 16
VISUAL & PERFORMING ARTS	13500 1	31000 1							22730 8
HUMANITIES - OTHER				23000 4					18000 2
CRIMINAL JUSTICE		21000 1		21000 1		18000 1			
HISTORY		31167 3		24667 3		23667 3			18649 9
POLITICAL SCIENCE/GOVT			28400 2	21770 8		25000 1			23000 3

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
PSYCHOLOGY		24000 1		24933 12		17000 1			
SOCIOLOGY				25000 1					
SOCIAL SCIENCES-OTHER				23500 4					26253 2
CIVIL ENGINEERING		27000 1							
ELECTRICAL/ELECTRONIC	24000 1	34500 3		34400 2					
INDUSTRIAL ENGINEERING		32550 2		30625 4					
MECHANICAL ENGINEERING		30000 1							
METALLURGICAL ENGINEERING			33600 1					35000 1	
ENGINEERING TECHNOLOGY				22000 2					
INDUSTRIAL TECHNOLOGY				27250 2					
ANIMAL SCIENCES				21214 7					
PLANT SCIENCES			20000 1						
OTHER AGRICULTURAL SCIENC				21600 1					
COMPUTER SCIENCE		32917 6							
COMPUTER PROGRAMMING								26000 1	
INFORMATION SCIENCES				24500 1					
HEALTH SCIENCES									24500 2
ARCHITECTURAL & ENVIRONME	22500 2			24000 2					
BIOLOGICAL SCIENCES		21780 2		23500 3					19238 5
CHEMISTRY								26240 5	
MATHEMATICS		26133 6		22667 3	25249 9				20997 14
PHYSICS									26000 1
OTHER PHYSICAL & EARTH SC									19000 1

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
TEXTILE SCIENCE				29000 22 32004/27000					

AVERAGE SALARY OFFERS SEPTEMBER 1993 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27161 222 40000/22000	24396 117 35000/17800	22401 94 33000/17500	22160 25 27000/18000	28913 23 40000/26000	33500 2	23520 2	26000 4	27426 51 38500/20500
BACHELOR - TECHNICAL		18500 2	24500 6	32406 1	30000 1	23000 1			29000 2

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	21833 9	25259 20 32000/22000	22401 29 30060/16640	20846 10	19500 2	17827 3	17867 6	20102 15	19875 4
BACHELOR - TECHNICAL		23000 2	29000 1	24500 9					

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	22425 10	24869 18	21463 19	28750 21 34000/24000	23425 4	21000 1	24539 197 40000/18000	19060 12	22282 22 32000/18852
BACHELOR - TECHNICAL		27000 1	26000 2	27900 2			30003 32 40000/24000		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	20943 6	21777 9	22898 7	21000 1	17135 3		35000 1	30000 1	24000 1
BACHELOR - TECHNICAL			25775 8		21000 1		30557 69 42660/23731	27885 24 46500/20520	34336 89 42500/29500

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			24000 1		25000 1	25000 1	27000 2	29500 2	
BACHELOR - TECHNICAL	31292 16	33107 37 40800/28260	31938 21 40000/30000	33533 6	34453 23 45000/28500	31482 13	39862 59 43900/35600	33244 89 42100/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18128 5			16000 1					
BACHELOR - TECHNICAL	19500 2	22235 2	26300 3	27765 34 37000/24000	27500 2	43937 79 57000/39500	31000 1		

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	18801 11	19347 12	13975 4	18098 10	24286 12	26793 14	29127 7	17000 1	19969 5
BACHELOR - TECHNICAL		19000 1			28113 56 41000/20176	29222 20 36000/24000	31633 28 50000/25000	25333 3	20527 12

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL	13500 1	27799 29 37000/24000	24081 14	23025 320 36000/18500		22056 9			19762 182 32000/15000
BACHELOR - TECHNICAL	23000 3	29689 21 41000/27000	26800 2	26712 49 36000/21000	25249 9			27457 7	21050 23 28000/18000

A3940-1.C

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler
University of Tulsa

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1993, through February 10, 1993) and cumulatively (September 1, 1993, and February 10, 1993).

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SWPA REGIONAL Report No. 1 FEBRUARY 1993

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	47	216	$28139	$27905	$31500	$28000	$26000	124	740	$27862	$27151	$31992	$28000	$24000
BUSINESS ADMIN (INCL MGMT	5	62	25900	24497	*	*	*	19	199	23289	23231	*	*	*
DISTRIBUTION MANAGEMENT	+	+	+	+				+	7	+	28271			
ECONOM & FINANCE (BANKING	2	38	22250	24590	*	*	*	16	131	23119	25043	*	*	*
HOTEL/RESTAURANT MGMT.	+	2	+	20892				3	14	20291	20147	*	*	*
HUMAN RSRCS (incl LABOR R	+	3	+	39000				+	11	+	26617			
MANAGEMENT INFO SYSTEMS	3	12	31333	28208	*	*	*	20	72	28912	28631	33600	30000	21996
MARKETING/MARK MGMT (RESR	3	42	20667	25532	*	*	*	31	198	23647	24357	30000	23000	18000
REAL ESTATE	+	1	+	16600				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26333				5	14	25060	23129	*	*	*
COMMUNICATIONS	1	10	25000	22628	*	*	*	4	42	21876	22004	*	*	*
JOURNALISM	+	3	+	18267				+	8	+	18538			
TELECOMMUN/BROADCASTING	+	2	+	23250				1	7	33000	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	2	26	22500	19256	*	*	*	6	117	21167	20746	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	21341				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	18500				1	9	18481	22145	*	*	*
SPECIAL EDUCATION	+	9	+	22802				+	19	+	22177			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	13000				10	14	20167	19584	*	*	*
TEXTILES & CLOTHING	+	+	+	+				+	2	+	17033			
MERCHANDISING MANAGEMENT	+	2	+	18000				3	5	20333	19400	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	3	+	21822			
LETTERS (incl English, Li	1	5	28000	20960	*	*	*	3	24	24312	20222	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	21420				1	20	15000	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	8	+	22101			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	24467				4	10	24500	22570	*	*	*
HISTORY	+	4	+	22213				4	15	24000	21334	*	*	*
POLITICAL SCIENCE/GOVT	+	10	+	23236				3	19	23500	23122	*	*	*
PSYCHOLOGY	+	6	+	25917				3	24	13333	21404	*	*	*
SOCIOLOGY	+	2	+	21042				+	12	+	18990			
SOCIAL SCIENCES-OTHER	+	10	+	20926				4	32	24375	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	34400				+	14	+	31990			
AGRICULTURAL	+	+	+	+				2	4	31800	33400	*	*	*
ARCHITECTURAL	+	+	+	+				1	2	23000	25000	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	23500			
CHEMICAL	+	56	+	40400				10	151	36526	39522	*	*	*
CIVIL	+	21	+	29762				5	135	29489	29188	*	*	*
COMPUTER	+	31	+	31934				1	81	28500	32911	*	*	*
ELECTRICAL/ELECTRONIC	+	61	+	33977				28	290	35127	33938	37992	34800	32000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL	+	35	+	$31865				+	85	+	33041			
MECHANICAL	+	78	+	34241				28	293	$36264	34256	$41000	$37200	$31200
METALLURGICAL	+	5	+	34193				+	20	+	34221			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	11	+	32735			
NUCLEAR	+	+	+	+				+	2	+	34000			
PETROLEUM	+	+	+	+				8	12	37838	39183	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	1	+	36000				1	14	37200	31071	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	28000				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	19500				1	6	14400	21599	*	*	*
ANIMAL SCIENCES	+	4	+	24025				3	9	17997	21966	*	*	*
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	+	1	+	18000				2	3	24000	22000	*	*	*
OTHER AGRICULTURAL SCIENC	+	5	+	18700				4	9	23625	20889	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	57	$32005	30305	*	*	*	12	122	34023	30772	*	*	*
COMPUTER PROGRAMMING	+	2	+	27750				+	4	+	27790			
INFORMATION SCIENCES & SY	4	8	29875	30175	*	*	*	4	43	29875	28231	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29185				1	7	38000	28855	*	*	*
HEALTH SCIENCES	1	3	17800	16600	*	*	*	5	9	18980	18997	*	*	*
NURSING	+	3	+	25447				+	11	+	30895			
PHARMACY	+	5	+	45400				+	32	+	44004			
SCIENCES														
ACTUARIAL	+	+	+	+				+	1	+	36000			
ARCHITECTURAL & ENVIRONME	+	1	+	33280				+	5	+	22296			
BIOLOGICAL	+	5	+	21320				1	12	33000	23649	*	*	*
CHEMISTRY	+	2	+	26250				4	11	30096	29785	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	28000				+	4	+	26240			
MATHEMATICS	1	12	29800	25630	*	*	*	3	29	24939	23053	*	*	*
PHYSICS	+	2	+	22500				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	3	+	22333				+	4	+	21561			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	78	895						389	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	42	169	$28431	$28579	$31500	$28000	$27300	108	542	$28284	$27839	$32000	$28000	$26000
ACCOUNTING (PRIVATE)	1	46	28800	25231	*	*	*	11	173	24869	25346	*	*	*
COMMERCIAL BANKING (CNSMR	+	12	+	21750				2	26	26500	21515	*	*	*
COMMERCIAL BANKING (LENDG	+	1	+	20200				2	13	23500	24160	*	*	*
INVESTMT BANKING (CORP FN	+	1	+	21000				+	3	+	27667			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	36500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	6	+	20150			
INVESTMT BANKG (SALES & T	+	2	+	30000				1	4	18000	24500	*	*	*
FINANCIAL/TREASURY ANALYS	+	12	+	26842				10	54	25200	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				+	11	+	23817			
UNDERWRITING	1	4	21132	23128	*	*	*	2	17	20316	22176	*	*	*
INSURANCE - CLAIMS	+	6	+	21667				1	16	23500	22208	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	31000				2	18	15000	25740	*	*	*
MEDIA PLANNING	+	1	+	19800				+	5	+	20060			
REPORTING	+	1	+	12480				+	4	+	18870			
PRODUCTION	+	2	+	22250				+	8	+	23363			
PUBLIC RELATIONS	+	1	+	18000				2	11	19750	21235	*	*	*
WRITING / EDITING	+	1	+	18500				+	3	+	23933			
MARKETING														
ADVERTISING	+	2	+	26125				5	12	25060	22546	*	*	*
BRAND/PRODUCT MANAGEMENT	+	8	+	23330				13	31	24692	24861	*	*	*
BUYER/MERCHANDISING	+	5	+	25900				8	34	19920	24575	*	*	*
DISTRIBUTION	+	1	+	24000				+	8	+	29312			
MARKET RESEARCH	+	+	+	+				14	19	25279	24100	*	*	*
PURCHASING	+	1	+	21000				+	2	+	17700			
SALES	2	41	26500	25629	*	*	*	13	173	22515	24529	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	24000				+	4	+	20047			
FINANC,TAXA, MONETARY POL	+	2	+	17000				+	22	+	23334			
ECONOMIC PROGRAMS	+	2	+	18453				+	2	+	18453			
LAW ENFORCEMENT	+	4	+	25350				2	13	26500	22981	*	*	*
MILITARY	+	5	+	23178				3	13	25667	25336	*	*	*
NATIONAL SECURITY	+	+	+	+				+	2	+	28800			
URBAN / REGIONAL PLANNING	+	3	+	26667				2	7	26000	23414	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				1	1	33000	33000	*	*	*
DESIGN / CONSTRUCT	+	26	+	31612				15	179	31603	30343	*	*	*
ENVIRONMENTAL/SANITATION	+	6	+	28747				3	32	29033	31599	*	*	*
MANUFACTURING/INDUSTRIAL	+	41	+	33385				5	163	40400	34728	*	*	*
SYSTEMS / PROGRAMMING	+	17	+	32214				2	33	33500	32200	*	*	*
POWER SYSTEMS	+	16	+	34854				4	45	35125	34604	*	*	*
SOFTWARE DESIGN & DEVELOP	+	10	+	32968				+	49	+	32894			
HARDWARE DESIGN & DEVELOP	+	11	+	35591				+	45	+	35390			

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	6	+	$38817				+	31	+	$37405			
TESTING	+	10	+	32556				+	27	+	31890			
PROCESS ENGINEERING	+	38	+	40598				11	104	$35059	38942	*	*	*
PROJECT ENGINEERING	+	25	+	35772				15	131	34618	35127	*	*	*
OTHER ENGINEERING	+	41	+	35368				31	207	36403	33831	$41496	$37000	$31200
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	24260				1	7	16100	25803	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	2	+	26450				1	4	38000	29537	*	*	*
NURSES / PERSONAL CARE	+	3	+	25447				2	13	20500	29295	*	*	*
OCCUPATIONAL THERAPY	+	1	+	32840				+	1	+	32840			
PHARMACIST	+	5	+	45400				+	32	+	44004			
PHYSICAL THERAPY	+	1	+	31000				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	5	+	24800				5	20	18374	21654	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	19253				2	14	20500	19435	*	*	*
COUNSELING	+	4	+	22500				+	13	+	21077			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	3	+	16917			
SOCIAL WORK	+	4	+	20521				6	15	22146	20735	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	10	41	$31104	29102	*	*	*	12	99	30170	28845	*	*	*
INFORMATION SYSTEMS	+	32	+	29591				4	82	34250	28793	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	16	+	32701				5	52	34056	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				1	3	27016	27673	*	*	*
AGRICULTURE/NAT'L RESOURC	+	8	+	18188				9	21	23666	22085	*	*	*
ARCHITECTURE	+	3	+	23593				+	5	+	23156			
CONSULTING	9	49	30722	31632	*	*	*	12	82	29708	31162	*	*	*
HUMAN RESRCS /INDUS RELS	+	2	+	29150				4	17	20950	24582	*	*	*
MANAGEMENT TRAINEE	9	62	21833	23378	*	*	*	25	218	23599	23274	26500	22000	19392
MATH/STATISTICIANS	1	3	29800	27999	*	*	*	1	4	29800	27750	*	*	*
PARALEGAL	+	1	+	25000				1	5	14000	19800	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	37000			
RESEARCHERS - TECHNICAL	+	+	+	+				+	1	+	24000			
TEACHING	3	58	20933	20221	*	*	*	10	224	20234	20786	*	*	*
TOTALS	78	895						389	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	7	11	$31429	$30898	*	*	*	11	36	$30500	$29694	*	*	*
MBA--NON-TECH	7	19	31500	35868	*	*	*	14	74	32585	33701	*	*	*
MBA--TECH	2	3	43880	41253	*	*	*	2	5	43880	35892	*	*	*
MS-BUSINESS	+	2	+	33000				+	4	+	30875			
ECONOMICS & FINANCE (BANK	+	+	+	+				+	1	+	36000			
HUMAN RESOURCES (INCL LAB	+	1	+	41000				+	3	+	29333			
MANAGEMENT INFORMATION SY	8	8	34850	34850	*	*	*	8	8	34850	34850	*	*	*
MARKETING/MKTNG MGT (RESE	+	2	+	24498				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	1	+	21800			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	25500				+	5	+	26081			
ELEMENTARY EDUCATION	+	+	+	+				+	5	+	30658			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	18500				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	30000				+	4	+	28427			
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	51500				+	4	+	39950			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	38500				+	2	+	38500			
AGRICULTURAL	+	+	+	+				+	1	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	7	+	41954				2	11	35980	40649	*	*	*
CIVIL	+	1	+	32700				1	23	29000	32790	*	*	*
COMPUTER	+	2	+	37002				+	9	+	39656			
ELECTRICAL/ELECTRONIC	+	10	+	37996				3	59	38233	39821	*	*	*
INDUSTRIAL	+	2	+	39400				+	10	+	40680			
MECHANICAL	+	8	+	40625				+	26	+	40597			
METALLURGICAL	+	+	+	+				+	1	+	36000			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$36000				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	1	1	$25000	25000	*	*	*	2	4	$30180	30266	*	*	*
NURSING	+	1	+	35000				+	1	+	35000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				1	2	27000	28500	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	38311				+	22	+	38311			
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	29500				+	4	+	34125			
MATHEMATICS (INCL ACTUARI	+	2	+	27788				+	2	+	27788			
PHYSICS	+	+	+	+				1	2	40000	42000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	25	99						45	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/14/93 THROUGH 2/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	5	$46500	$35600	*	*	*	2	18	$46500	$31500	*	*	*
MBA--TECH	1	1	28500	28500	*	*	*	1	1	28500	28500	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	3	4	59333	55000	*	*	*	3	17	59333	43353	*	*	*
MBA--TECH	5	5	46800	46800	*	*	*	5	5	46800	46800	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	1	37328	37328	*	*	*	1	23	37328	43175	*	*	*
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	12	16						12	64					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	$52500				+	7	+	$48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	5	+	52189				+	13	+	52919			
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				1	3	$40000	43667	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				2	9	53496	50102	*	*	*
METALLURGICAL	+	1	+	50000				+	4	+	48435			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	1	+	38000				+	1	+	38000			
CHEMISTRY	+	1	+	30000				+	1	+	30000			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	1	+	51900				+	2	+	52950			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	13						3	41					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28300 108 33000/26000			27000 1				26633 2	
BUSINESS ADMIN (INCL MGMT						30500 1	19500 1	27167 3	
ECONOM & FINANCE (BANKING				27500 2	18000 1				
MANAGEMENT INFO SYSTEMS	33600 1						30000 1	30200 5	
MARKETING/MARK MGMT (RESR	27996 1								
ADVERTISING		25060 5							
COMMUNICATIONS						24002 1			
TELECOMMUN/BROADCASTING						33000 1			
LETTERS (incl English, Li				25000 1					
AGRICULTURAL									35000 1
ARCHITECTURAL			23000 1						
CHEMICAL									34390 4
CIVIL									27600 1
ELECTRICAL/ELECTRONIC						34250 2			34504 17
MECHANICAL								36000 1	36763 16
PETROLEUM									38100 4
ENGINEERING TECHNOLOGY									37200 1
OTHER AGRICULTURAL SCIENC									18500 1
COMPUTER SCIENCE		32000 1				32000 1	37413 3	30667 3	
INFORMATION SCIENCES & SY	32500 1							31500 2	
CHEMISTRY									27000 1
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23500 1		24182 2		23000 1			
BUSINESS ADMIN (INCL MGMT			22000 1	23167 3		21900 5			
ECONOM & FINANCE (BANKING	22857 7		20400 1			21125 4			
HOTEL/RESTAURANT MGMT.			20291 3						
MARKETING/MARK MGMT (RESR	35000 1	20000 1	21600 1	18200 1		19545 8	23000 1		
COMMUNICATIONS						23500 1			
MERCHANDISING MANAGEMENT						20333 3			
CRIMINAL JUSTICE						23000 1			
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1				
SOCIAL SCIENCES-OTHER						23000 1			
MATHEMATICS	27016 1			29800 1					

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				20375 4					
BUSINESS ADMIN (INCL MGMT			20000 2			23000 1			
MANAGEMENT INFO SYSTEMS		24000 2				30000 1			
MARKETING/MARK MGMT (RESR		23771 7	20000 2						
ELEMENTARY EDUCATION					21167 6				
PHYSICAL EDUCATION					18481 1				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
LETTERS (incl English, Li					19935 1				
CRIMINAL JUSTICE							23000 1		
HISTORY						24000 1			
PSYCHOLOGY									10000 1
SOCIAL SCIENCES-OTHER					21500 1		30000 1		
AGRICULTURAL							28600 1		
CIVIL							26572 2		
COMPUTER						28500 1			
ELECTRICAL/ELECTRONIC				35125 4					
AGRIBUSINESS		14400 1							
COMPUTER SCIENCE					33300 1				
INFORMATION SCIENCES & SY			24000 1						
ALLIED HEALTH								38000 1	
HEALTH SCIENCES					17800 1			19275 4	

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT								23000 1	
MANAGEMENT INFO SYSTEMS								21000 1	
MARKETING/MARK MGMT (RESR							40000 1		32500 1
HUMAN ECOLOGY (HOME ECONO			20113 6						
LETTERS (incl English, Li									28000 1
VISUAL & PERFORMING ARTS		15000 1							
CRIMINAL JUSTICE			26000 2						
HISTORY			24000 3						
SOCIAL SCIENCES-OTHER			23000 1						
CHEMICAL									40900 3
CIVIL								30700 1	36000 1
ELECTRICAL/ELECTRONIC					37000 1				39000 1
MECHANICAL					25100 2				
ANIMAL SCIENCES						18000 1			
NATURAL RESOURCES						26000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
CHEMISTRY								33192 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING					33600 1				26477 3
ECONOM & FINANCE (BANKING									32000 1
MANAGEMENT INFO SYSTEMS	31020 2								36000 1
MARKETING/MARK MGMT (RESR				29500 2					22000 1
POLITICAL SCIENCE/GOVT		26500 1							
PSYCHOLOGY									16000 1
CHEMICAL							41000 1		32000 2
ELECTRICAL/ELECTRONIC		35000 2					42000 1		
MECHANICAL		34000 1						37500 1	40200 5
PETROLEUM									40100 3
NATURAL RESOURCES								22000 1	
OTHER AGRICULTURAL SCIENC							23000 2		
COMPUTER SCIENCE	30240 1							40000 1	36500 1

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							28800 1
BUSINESS ADMIN (INCL MGMT							24000 1
MANAGEMENT INFO SYSTEMS							27765 6
MARKETING/MARK MGMT (RESR			18000 1				26500 2
COMMUNICATIONS							20000 2
POLITICAL SCIENCE/GOVT			20000 1				
MECHANICAL						38000 1	30500 1
PETROLEUM			30000 1				
ANIMAL SCIENCES			17996 2				
BIOLOGICAL						33000 1	
CHEMISTRY			30096 2				

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28346 110 33600/26000	25060 5		26750 4	18000 1	29167 3	24750 2	28577 10	
BACHELOR - TECHNICAL	32500 1	32000 1	23000 1	18000 1		33500 3	37413 3	31833 6	35001 46 42000/30900

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24375 8	21750 2	20812 6	22677 6	14000 1	21114 25 29500/17000	23000 1		
BACHELOR - TECHNICAL	27016 1			29800 1					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		23822 9	20000 4	20375 4	20358 11	25667 3	26500 2	21990 2	10000 1
BACHELOR - TECHNICAL		14400 1	24000 1	35125 4	25550 2	28500 1	27248 3	23020 5	

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		15000 1	22306 12				40000 1	22000 2	30250 2
BACHELOR - TECHNICAL					29067 3	24667 3		31946 2	39540 5

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	31020 2	26500 1		29500 2	33600 1				26490 7
BACHELOR - TECHNICAL	30240 1	34667 3					32250 4	33167 3	38345 11

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			19000 2				
BACHELOR - TECHNICAL			25237 5			35500 2	

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30125 4			29000 2		42000 1		33500 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH						25842 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					26000 1				
MBA--TECH					35360 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	35500 1								44500 2
MBA--TECH									52400 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28284 108 33000/26000	24869 11	27000 1						
ECONOM & FINANCE (BANKING			26000 1	29000 1				18000 1	24000 8
MARKETING/MARK MGMT (RESR									35000 1
LETTERS (incl English, Li									25000 1
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		21132 1							
BUSINESS ADMIN (INCL MGMT		19500 1	23500 1						
MARKETING/MARK MGMT (RESR								18000 1	
COMMUNICATIONS				15000 1					
VISUAL & PERFORMING ARTS				15000 1					
SOCIAL SCIENCES-OTHER								21500 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		23500 2	24750 2				17500 2		
ECONOM & FINANCE (BANKING			17000 1						
MANAGEMENT INFO SYSTEMS		26599 6			31000 1				
MARKETING/MARK MGMT (RESR		33000 1	18620 3		24445 11		22171 7		
ADVERTISING	25060 5								
COMMUNICATIONS					24002 1		25000 1		
MERCHANDISING MANAGEMENT		23500 2	14000 1						
LETTERS (incl English, Li							28000 1		
CRIMINAL JUSTICE			23000 1						
POLITICAL SCIENCE/GOVT		20000 1					26500 1		
SOCIAL SCIENCES-OTHER							23000 1		
PETROLEUM					30000 1				
AGRIBUSINESS		14400 1							

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			23000 1						
MANAGEMENT INFO SYSTEMS			30000 1						
CRIMINAL JUSTICE		23000 1			26000 2				
HISTORY			24000 1						
SOCIAL SCIENCES-OTHER		30000 1							
AGRICULTURAL								28600 1	
ARCHITECTURAL							23000 1		
CHEMICAL								40000 1	
CIVIL							29489 5		
ELECTRICAL/ELECTRONIC							35200 3		42000 1
MECHANICAL							33000 6		40000 4
OTHER AGRICULTURAL SCIENC								18500 1	
BIOLOGICAL						33000 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMICAL							37894 7		30000 2
COMPUTER									28500 1
ELECTRICAL/ELECTRONIC	33500 2	35125 4						34330 12	36000 5
MECHANICAL								35050 2	36707 16
PETROLEUM									38957 7
ENGINEERING TECHNOLOGY								37200 1	
CHEMISTRY							30096 4		

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO									20624 3
PSYCHOLOGY									10000 1
ALLIED HEALTH			38000 1						
HEALTH SCIENCES	16100 1			20500 2					20000 1

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT					30500 1				
MANAGEMENT INFO SYSTEMS					28250 4	24000 1	32680 3		
TELECOMMUN/BROADCASTING						33000 1			
HUMAN ECOLOGY (HOME ECONO	18000 1			20292 3					
HISTORY				24000 3					
SOCIAL SCIENCES-OTHER	23000 1								
AGRICULTURAL									35000 1
ANIMAL SCIENCES									17997 3
NATURAL RESOURCES									24000 2
OTHER AGRICULTURAL SCIENC									25333 3
COMPUTER SCIENCE					32908 5	40000 2	36120 2		
INFORMATION SCIENCES & SY					27000 2				
MATHEMATICS								27016 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		27500 2		23500 1					
BUSINESS ADMIN (INCL MGMT		27750 2	26000 1	22167 6					
ECONOM & FINANCE (BANKING				21975 4					
HOTEL/RESTAURANT MGMT.				20291 3					
MANAGEMENT INFO SYSTEMS		29667 3		33600 1					
MARKETING/MARK MGMT (RESR				23871 7					
COMMUNICATIONS				23500 1					
ELEMENTARY EDUCATION									21167 6
PHYSICAL EDUCATION									18481 1
HUMAN ECOLOGY (HOME ECONO			20900 2						19125 1
LETTERS (incl English, Li									19935 1
POLITICAL SCIENCE/GOVT				24000 1					
PSYCHOLOGY			16000 1			14000 1			
ELECTRICAL/ELECTRONIC				36500 1					
COMPUTER SCIENCE		30500 3							
INFORMATION SCIENCES & SY		32750 2							
HEALTH SCIENCES									17800 1
MATHEMATICS					29800 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28284 108 33000/26000	24869 11	26500 2	29000 1				18000 1	25200 10
BACHELOR - TECHNICAL				18000 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		20316 2	23500 1	15000 2				19750 2	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	25060 5	25549 12	19920 8		24915 13		22515 13		
BACHELOR - TECHNICAL		14400 1			30000 1				

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		26500 2	25667 3		26000 2				
BACHELOR - TECHNICAL						33000 1	31603 15	29033 3	40400 5

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	33500 2	35125 4					35059 11	34618 15	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	16100 1		38000 1	20500 2					

AVERAGE SALARY OFFERS FEBRUARY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	20500 2			22146 6	28700 5	28500 2	32680 3		
BACHELOR - TECHNICAL					31220 7	40000 2	36120 2	27016 1	23666 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28500 7	20950 4	23061 24 40000/19392		14000 1			20505 9
BACHELOR - TECHNICAL		31400 5		36500 1	29800 1				17800 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1993

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler
University of Tulsa

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993, through March 10, 1993) and cumulatively (September 1, 1993, and March 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/10/93 THROUGH 3/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	8	394	$26904	$28777	*	*	*	132	1134	$27804	$27716	$31992	$28000	$24000
BUSINESS ADMINISTRATION	1	76	35000	26755	*	*	*	20	275	23875	24205	30500	23000	19500
DISTRIBUTION MANAGEMENT	+	3	+	25500				+	10	+	27440			
ECONOMICS & FINANCE	4	124	26825	28359	*	*	*	20	255	23860	26656	30000	24500	18000
HOTEL/RESTAURANT MGMT.	+	4	+	27625				3	18	20291	21809	*	*	*
HUMAN RESOURCES (incl. LA	+	6	+	25000				+	17	+	26047			
MANAGEMENT INFO SYSTEMS	4	30	28250	30794	*	*	*	24	102	28801	29267	33000	29970	24000
MARKETING/MARKETING MANAG	6	76	23333	24501	*	*	*	37	274	23596	24397	30000	23000	18000
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	+	3	+	26667				5	17	25060	23753	*	*	*
COMMUNICATIONS	+	26	+	21900				4	68	21876	21964	*	*	*
JOURNALISM	+	11	+	17287				+	19	+	17814			
TELECOMMUNICATIONS/BROADC	+	+	+	+				1	7	33000	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	12	+	17386				6	129	21167	20434	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	21200				1	12	18481	21908	*	*	*
SPECIAL EDUCATION	+	3	+	16410				+	22	+	21390			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				10	14	20167	19584	*	*	*
TEXTILES & CLOTHING	+	3	+	23500				+	5	+	20913			
MERCHANDISING MANAGEMENT	+	1	+	24000				3	6	20333	20167	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	27000				+	4	+	23117			
LETTERS (incl. English)	+	10	+	19885				3	34	24312	20123	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	19150				1	22	15000	20429	*	*	*
HUMANITIES - OTHER	+	2	+	21900				+	10	+	22060			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	25500				4	11	24500	22836	*	*	*
HISTORY	+	6	+	24167				4	21	24000	22143	*	*	*
POLITICAL SCIENCE/GOVT	+	9	+	21756				3	28	23500	22683	*	*	*
PSYCHOLOGY	+	17	+	19315				3	41	13333	20538	*	*	*
SOCIOLOGY	+	3	+	19333				+	15	+	19058			
SOCIAL SCIENCES-OTHER	+	7	+	23548				4	39	24375	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	31857				+	21	+	31946			
AGRICULTURAL ENGINEERING	+	2	+	29250				2	6	31800	32017	*	*	*
ARCHITECTURAL ENGINEERING	+	4	+	30500				1	6	23000	28667	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	32000				+	3	+	26333			
CHEMICAL ENGINEERING	2	92	41450	40237	*	*	*	12	243	37347	39793	*	*	*
CIVIL ENGINEERING	+	54	+	29878				5	189	29489	29385	*	*	*
COMPUTER ENGINEERING	+	70	+	34129				1	151	28500	33475	*	*	*
ELECTRICAL/ELECTRONIC	+	101	+	34312				28	391	35127	34035	37992	34800	32000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	+	62	+	$33288				+	147	+	33145			
MECHANICAL ENGINEERING	+	188	+	34921				28	481	$36264	34516	$41000	$37200	$31200
METALLURGICAL ENGINEERING	+	16	+	34050				+	36	+	34145			
MINING (INCL GEOLOGICAL)	+	2	+	27600				+	13	+	31945			
NUCLEAR ENGINEERING	+	1	+	33500				+	3	+	33833			
PETROLEUM ENGINEERING	+	2	+	39000				8	14	37838	39157	*	*	*
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	12	$24814	30069	*	*	*	3	26	28943	30609	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	26367				1	12	14400	23983	*	*	*
ANIMAL SCIENCES	+	4	+	19625				3	13	17997	21246	*	*	*
PLANT SCIENCES	+	2	+	25000				+	2	+	25000			
NATURAL RESOURCES	+	1	+	18000				2	4	24000	21000	*	*	*
OTHER AGRICULTURAL SCIENC	+	5	+	31220				4	14	23625	24579	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	107	+	31513				12	229	34023	31118	*	*	*
COMPUTER PROGRAMMING	+	10	+	28800				+	14	+	28511			
INFORMATION SCIENCES	+	11	+	32013				4	54	29875	29002	*	*	*
SYSTEMS ANALYSIS	+	1	+	31000				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	33400				1	10	38000	30219	*	*	*
HEALTH SCIENCES	+	+	+	+				5	9	18980	18997	*	*	*
NURSING	+	4	+	34481				+	15	+	31851			
PHARMACY	+	2	+	36621				+	34	+	43570			
SCIENCES														
ACTUARIAL	+	3	+	33933				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	22187				+	8	+	22255			
BIOLOGICAL SCIENCES	+	6	+	21650				1	18	33000	22983	*	*	*
CHEMISTRY	+	12	+	30437				4	23	30096	30125	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	1	+	32000				+	5	+	27392			
MATHEMATICS	+	8	+	30663				3	37	24939	24698	*	*	*
PHYSICS	+	+	+	+				+	3	+	22160			
OTHER PHYSICAL & EARTH SC	+	1	+	21000				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	27	1637						416	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	4	346	$29250	$28836	*	*	*	112	888	$28319	$28228	$32000	$28000	$26400
ACCOUNTING (PRIVATE)	4	73	24558	27839	*	*	*	15	246	24786	26086	*	*	*
COMMERCIAL BANKING (CONSU	+	6	+	23567				2	32	26500	21900	*	*	*
COMMERCIAL BANKING (LENDI	1	10	26000	26850	*	*	*	3	23	24333	25330	*	*	*
INVESTMENT BANKING (CORP	+	6	+	33083				+	9	+	31278			
INVESTMENT BANKING (MERG	+	4	+	32875				+	5	+	33600			
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	3	+	26000				1	7	18000	25143	*	*	*
FINANCIAL/TREASURY ANALYS	1	39	30000	28637	*	*	*	11	93	25636	27663	*	*	*
PORTFOLIO MANAGEMENT / BR	1	4	20800	24325	*	*	*	1	15	20800	23953	*	*	*
UNDERWRITING	+	6	+	25833				2	23	20316	23130	*	*	*
INSURANCE - CLAIMS	+	4	+	26532				1	20	23500	23073	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	2	+	26500				2	18	15000	24404	*	*	*
MEDIA PLANNING	+	4	+	18625				+	9	+	19422			
REPORTING	+	5	+	16672				+	9	+	17649			
COMMUNICATIONS-PRODUCTION	+	2	+	24500				+	10	+	23590			
PUBLIC RELATIONS	+	5	+	21134				2	16	19750	21204	*	*	*
WRITING / EDITING	+	1	+	10800				+	4	+	20650			
MARKETING														
ADVERTISING	+	3	+	25667				5	15	25060	23170	*	*	*
BRAND/PRODUCT MANAGEMENT	+	7	+	28071				13	38	24692	25452	*	*	*
BUYER/MERCHANDISING	+	11	+	26209				8	45	19920	24975	*	*	*
DISTRIBUTION	+	8	+	27438				+	16	+	28375			
MARKET RESEARCH	+	7	+	22714				14	26	25279	23727	*	*	*
PURCHASING	+	1	+	30000				+	3	+	21800			
SALES	4	95	23750	25745	*	*	*	17	268	22806	24960	*	*	*
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	8	+	25661				+	12	+	23790			
GOV'T-FINANCE, TAXATION,	+	9	+	25257				+	31	+	23893			
ECONOMIC PROGRAMS	+	1	+	26122				+	3	+	21009			
LAW ENFORCEMENT	+	1	+	27000				2	14	26500	23268	*	*	*
MILITARY	+	3	+	28766				3	16	25667	25979	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	1	+	20000				2	8	26000	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	1	+	41000				1	2	33000	37000	*	*	*
DESIGN / CONSTRUCT	+	56	+	32100				15	237	31603	30827	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	30177				3	43	29033	31235	*	*	*
MANUFACTURING/INDUSTRIAL	2	94	24814	34788	*	*	*	7	257	35947	34750	*	*	*
SYSTEMS / PROGRAMMING	+	16	+	32608				2	49	33500	32334	*	*	*
POWER SYSTEMS	+	14	+	34511				4	59	35125	34582	*	*	*
SOFTWARE DESIGN & DEVELOP	+	39	+	32791				+	88	+	32848			
HARDWARE DESIGN & DEVELOP	+	17	+	35533				+	62	+	35429			

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	28	+	$33614				+	59	+	$35606			
TESTING	+	7	+	33314				+	34	+	32183			
PROCESS ENGINEERING	1	58	$40800	40058	*	*	*	12	162	$35537	39342	*	*	*
PROJECT ENGINEERING	1	44	42100	35984	*	*	*	16	175	35085	35343	*	*	*
OTHER ENGINEERING	+	191	+	33556				31	398	36403	33699	$41496	$37000	$31200
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	24333				1	10	16100	25362	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	+	+	+				1	4	38000	29537	*	*	*
NURSES / PERSONAL CARE	+	6	+	34520				2	19	20500	30945	*	*	*
OCCUPATIONAL THERAPY	+	3	+	33400				+	4	+	33260			
PHARMACIST	+	2	+	36621				+	34	+	43570			
PHYSICAL THERAPY	+	+	+	+				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	3	+	17054				5	23	18374	21054	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	2	15000	24000	*	*	*	3	16	18667	20005	*	*	*
COUNSELING	+	5	+	19199				+	18	+	20555			
FUNDRAISING / DEVELOPMENT	+	2	+	13500				+	5	+	15550			
SOCIAL WORK	+	1	+	17430				6	16	22146	20529	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	59	26667	29666	*	*	*	15	158	29469	29152	*	*	*
INFORMATION SYSTEMS	+	56	+	31583				4	138	34250	29925	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	27	+	32491				5	79	34056	32010	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	1	+	35800				1	4	27016	29705	*	*	*
AGRICULTUR/NATURAL RESOU	+	5	+	20800				9	26	23666	21838	*	*	*
ARCHITECTURE	+	1	+	20800				+	6	+	22763			
CONSULTING	4	99	32125	32668	*	*	*	16	181	30313	31986	*	*	*
HUMAN RESOURCES	+	6	+	21567				4	23	20950	23796	*	*	*
MANAGEMENT TRAINEE	+	65	+	24132				25	283	23599	23471	26500	22000	19392
MATH/STATISTICIANS	+	1	+	29000				1	5	29800	28000	*	*	*
PARALEGAL	+	1	+	21600				1	6	14000	20100	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	23000				+	3	+	32333			
RESEARCH - TECHNICAL	+	11	+	30627				+	12	+	30075			
TEACHING	+	25	+	17611				10	249	20234	20468	*	*	*
TOTALS	27	1637						416	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 2 MARCH 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	7	$32500	$33857	*	*	*	14	43	$30929	$30372	*	*	*
MBA--NON-TECH	5	66	38500	37799	*	*	*	19	140	34141	35633	*	*	*
MBA--TECH	1	8	46200	39839	*	*	*	3	13	44653	38321	*	*	*
MS-BUSINESS	+	1	+	30000				+	5	+	30700			
ECONOMICS & FINANCE (BANK	2	2	24000	24000	*	*	*	2	3	24000	28000	*	*	*
HUMAN RESOURCES (INCL LAB	2	5	25000	29800	*	*	*	2	8	25000	29625	*	*	*
MANAGEMENT INFORMATION SY	+	+	+	+				8	8	34850	34850	*	*	*
MARKETING/MKTNG MGT (RESE	+	+	+	+				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	30000				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	9	+	27837				+	14	+	27210			
ELEMENTARY EDUCATION	+	18	+	26752				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	32000				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	1	3	22000	26333	*	*	*	1	7	22000	34114	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	35000				+	3	+	37333			
AGRICULTURAL	+	1	+	45000				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	4	+	43000				2	15	35980	41276	*	*	*
CIVIL	+	10	+	36064				1	33	29000	33782	*	*	*
COMPUTER	+	8	+	39079				+	17	+	39384			
ELECTRICAL/ELECTRONIC	+	51	+	41011				3	110	38233	40373	*	*	*
INDUSTRIAL	+	16	+	38600				+	26	+	39400			
MECHANICAL	1	43	41400	40429	*	*	*	1	69	41400	40492	*	*	*
METALLURGICAL	+	1	+	40000				+	2	+	38000			

continued

SWPA REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	+	+	+				2	4	$30180	30266	*	*	*
NURSING	+	2	+	$26585				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	5	+	36018				1	7	27000	33870	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	19	+	37995				+	41	+	38164			
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	38750				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	6	+	37470				+	8	+	35049			
PHYSICS	+	+	+	+				1	2	40000	42000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	15	290						60	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	40	$46500	$48395	*	*	*	4	58	$46500	$43152	*	*	*
MBA--TECH	+	6	+	49433				1	7	28500	46443	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	2	37	37050	52828	*	*	*	5	54	50420	49845	*	*	*
MBA--TECH	8	22	48650	54269	*	*	*	13	27	47938	52886	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	75	55000	51433	*	*	*	2	98	46164	49495	*	*	*
MBA--TECH	3	22	72666	55493	*	*	*	3	22	72666	55493	*	*	*
TOTALS	16	202						28	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$39000				+	1	+	$39000			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	32000				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	14	+	55414				+	27	+	54213			
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	5	+	61299				1	8	$40000	54687	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	52584				2	14	53496	50988	*	*	*
METALLURGICAL	+	3	+	57247				+	7	+	52211			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	13	+	54869				+	14	+	53093			
GEOLOGICAL (INCL GEOPHYS)	+	1	+	60552				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	3	+	51333				+	5	+	51980			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	46						3	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28334 112 33000/26400			24300 2				26633 2	
BUSINESS ADMINISTRATION						30500 1	19500 1	29125 4	
ECONOMICS & FINANCE	30500 1			27000 3	18000 1			30000 1	
MANAGEMENT INFO SYSTEMS	33300 2						30000 1	29667 6	
MARKETING/MARKETING MANAG	27996 1						26000 1		
ADVERTISING		25060 5							
COMMUNICATIONS						24002 1			
TELECOMMUNICATIONS/BROADC						33000 1			
LETTERS (incl. English)				25000 1					
AGRICULTURAL ENGINEERING									35000 1
ARCHITECTURAL ENGINEERING			23000 1						
CHEMICAL ENGINEERING									36743 6
CIVIL ENGINEERING									27600 1
ELECTRICAL/ELECTRONIC						34250 2			34504 17
MECHANICAL ENGINEERING								36000 1	36763 16
PETROLEUM ENGINEERING									38100 4
ENGINEERING TECHNOLOGY									28943 3
OTHER AGRICULTURAL SCIENC									18500 1
COMPUTER SCIENCE		32000 1				32000 1	37413 3	30667 3	
INFORMATION SCIENCES	32500 1							31500 2	
CHEMISTRY									27000 1
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23500 1		24182 2		23000 1			
BUSINESS ADMINISTRATION			22000 1	23167 3		21900 5			
ECONOMICS & FINANCE	22600 8		20400 1			21125 4			
HOTEL/RESTAURANT MGMT.			20291 3						
MARKETING/MARKETING MANAG	32500 2	20000 1	21600 1	18200 1		19545 8	23000 1		
COMMUNICATIONS						23500 1			
MERCHANDISING MANAGEMENT						20333 3			
CRIMINAL JUSTICE						23000 1			
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1				
SOCIAL SCIENCES-OTHER						23000 1			
MATHEMATICS	27016 1			29800 1					

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				20375 4			23530 1		
BUSINESS ADMINISTRATION			20000 2			23000 1			
MANAGEMENT INFO SYSTEMS		24000 2				30000 1			
MARKETING/MARKETING MANAG		23771 7	20000 2						
ELEMENTARY EDUCATION					21167 6				
PHYSICAL EDUCATION					18481 1				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
LETTERS (incl. English)					19935 1				
CRIMINAL JUSTICE							23000 1		
HISTORY						24000 1			
PSYCHOLOGY									10000 1
SOCIAL SCIENCES-OTHER					21500 1		30000 1		
AGRICULTURAL ENGINEERING							28600 1		
CIVIL ENGINEERING							26572 2		
COMPUTER ENGINEERING						28500 1			
ELECTRICAL/ELECTRONIC				35125 4					
AGRIBUSINESS		14400 1							
COMPUTER SCIENCE					33300 1				
INFORMATION SCIENCES			24000 1						
ALLIED HEALTH								38000 1	
HEALTH SCIENCES					17800 1			19275 4	

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BUSINESS ADMINISTRATION								23000 1	
MANAGEMENT INFO SYSTEMS			25000 1					21000 1	
MARKETING/MARKETING MANAG	15000 1						40000 1		32500 1
HUMAN ECOLOGY (HOME ECONO			20113 6						
LETTERS (incl. English)									28000 1
VISUAL & PERFORMING ARTS		15000 1							
CRIMINAL JUSTICE			26000 2						
HISTORY			24000 3						
SOCIAL SCIENCES-OTHER			23000 1						
CHEMICAL ENGINEERING									40900 3
CIVIL ENGINEERING								30700 1	36000 1
ELECTRICAL/ELECTRONIC					37000 1				39000 1
MECHANICAL ENGINEERING					25100 2				
ANIMAL SCIENCES						18000 1			
NATURAL RESOURCES						26000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
CHEMISTRY								33192 1	

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING					33600 1				27133 4
ECONOMICS & FINANCE									32000 1
MANAGEMENT INFO SYSTEMS	31020 2								32000 2
MARKETING/MARKETING MANAG	26000 1		25000 1	29500 2					22000 1
POLITICAL SCIENCE/GOVT		26500 1							
PSYCHOLOGY									16000 1
CHEMICAL ENGINEERING							41000 1		32000 2
ELECTRICAL/ELECTRONIC		35000 2					42000 1		
MECHANICAL ENGINEERING		34000 1						37500 1	40200 5
PETROLEUM ENGINEERING									40100 3
NATURAL RESOURCES								22000 1	
OTHER AGRICULTURAL SCIENC							23000 2		
COMPUTER SCIENCE	30240 1							40000 1	36500 1

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							26400 2
BUSINESS ADMINISTRATION							24000 1
MANAGEMENT INFO SYSTEMS							27765 6
MARKETING/MARKETING MANAG			18000 1				23667 3
COMMUNICATIONS							20000 2
POLITICAL SCIENCE/GOVT			20000 1				
MECHANICAL ENGINEERING						38000 1	30500 1
PETROLEUM ENGINEERING			30000 1				
ANIMAL SCIENCES			17996 2				
BIOLOGICAL SCIENCES						33000 1	
CHEMISTRY			30096 2				

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28436 116 33600/26400	25060 5		25767 6	18000 1	29167 3	25167 3	29059 13	
BACHELOR - TECHNICAL	32500 1	32000 1	23000 1	18000 1		33500 3	37413 3	31833 6	34851 50 42100/27600

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24580 10	21750 2	20812 6	22677 6	14000 1	21114 25 29500/17000	23000 1		
BACHELOR - TECHNICAL	27016 1			29800 1					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL		23822 9	20000 4	20375 4	20358 11	25667 3	25510 3	21990 2	10000 1
BACHELOR - TECHNICAL		14400 1	24000 1	35125 4	25550 2	28500 1	27248 3	23020 5	

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	15000 1	15000 1	22514 13				40000 1	22000 2	30250 2
BACHELOR - TECHNICAL					29067 3	24667 3		31946 2	39540 5

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	29347 3	26500 1	25000 1	29500 2	33600 1				26948 9
BACHELOR - TECHNICAL	30240 1	34667 3					32250 4	33167 3	38345 11

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			19000 2				
BACHELOR - TECHNICAL			25237 5			35500 2	

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	30125 4			29000 2		42000 1		32450 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH						25842 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			36000 1						
MBA--TECH			46200 1						

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1				
MBA--TECH					35360 1				

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	36867 3		50000 1						44500 2
MBA--TECH									52400 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28319 112 33000/26400	24786 15	27000 1						
ECONOMICS & FINANCE			26000 1	27500 2				18000 1	24000 8
MARKETING/MARKETING MANAG									32500 2
LETTERS (incl. English)									25000 1
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		21132 1							
BUSINESS ADMINISTRATION		19500 1	23500 1						
ECONOMICS & FINANCE	20800 1								
MARKETING/MARKETING MANAG								18000 1	
COMMUNICATIONS				15000 1					
VISUAL & PERFORMING ARTS				15000 1					
SOCIAL SCIENCES-OTHER								21500 1	

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BUSINESS ADMINISTRATION		23500 2	24750 2				17500 2		
ECONOMICS & FINANCE			17000 1						
MANAGEMENT INFO SYSTEMS		26599 6			31000 1				
MARKETING/MARKETING MANAG		33000 1	18620 3		24445 11		22745 11		
ADVERTISING	25060 5								
COMMUNICATIONS					24002 1		25000 1		
MERCHANDISING MANAGEMENT		23500 2	14000 1						
LETTERS (incl. English)							28000 1		
CRIMINAL JUSTICE			23000 1						
POLITICAL SCIENCE/GOVT		20000 1					26500 1		
SOCIAL SCIENCES-OTHER							23000 1		
PETROLEUM ENGINEERING					30000 1				
AGRIBUSINESS		14400 1							

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			23000 1						
MANAGEMENT INFO SYSTEMS			30000 1						
CRIMINAL JUSTICE		23000 1			26000 2				
HISTORY			24000 1						
SOCIAL SCIENCES-OTHER		30000 1							
AGRICULTURAL ENGINEERING								28600 1	
ARCHITECTURAL ENGINEERING							23000 1		
CHEMICAL ENGINEERING								40000 1	
CIVIL ENGINEERING							29489 5		
ELECTRICAL/ELECTRONIC							35200 3		42000 1
MECHANICAL ENGINEERING							33000 6		40000 4
ENGINEERING TECHNOLOGY									24814 2
OTHER AGRICULTURAL SCIENC								18500 1	
BIOLOGICAL SCIENCES						33000 1			

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMICAL ENGINEERING							38258 8	42100 1	30000 2
COMPUTER ENGINEERING									28500 1
ELECTRICAL/ELECTRONIC	33500 2	35125 4						34330 12	36000 5
MECHANICAL ENGINEERING								35050 2	36707 16
PETROLEUM ENGINEERING									38957 7
ENGINEERING TECHNOLOGY								37200 1	
CHEMISTRY							30096 4		

ERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO									20624 3
PSYCHOLOGY									10000 1
ALLIED HEALTH			38000 1						
HEALTH SCIENCES	16100 1			20500 2					20000 1

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30500 1				
MANAGEMENT INFO SYSTEMS					27571 7	24000 1	32680 3		
MARKETING/MARKETING MANAG	15000 1								
TELECOMMUNICATIONS/BROADC						33000 1			
HUMAN ECOLOGY (HOME ECONO	18000 1			20292 3					
HISTORY				24000 3					
SOCIAL SCIENCES-OTHER	23000 1								
AGRICULTURAL ENGINEERING									35000 1
ANIMAL SCIENCES									17997 3
NATURAL RESOURCES									24000 2
OTHER AGRICULTURAL SCIENC									25333 3
COMPUTER SCIENCE					32908 5	40000 2	36120 2		
INFORMATION SCIENCES					27000 2				
MATHEMATICS								27016 1	

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		27500 2		23500 1					
BUSINESS ADMINISTRATION		30167 3	26000 1	22167 6					
ECONOMICS & FINANCE		30250 2		21975 4					
HOTEL/RESTAURANT MGMT.				20291 3					
MANAGEMENT INFO SYSTEMS		30500 4		33600 1					
MARKETING/MARKETING MANAG				23871 7					
COMMUNICATIONS				23500 1					
ELEMENTARY EDUCATION									21167 6
PHYSICAL EDUCATION									18481 1
HUMAN ECOLOGY (HOME ECONO			20900 2						19125 1
LETTERS (incl. English)									19935 1
POLITICAL SCIENCE/GOVT				24000 1					
PSYCHOLOGY			16000 1			14000 1			
ELECTRICAL/ELECTRONIC				36500 1					
COMPUTER SCIENCE		30500 3							
INFORMATION SCIENCES		32750 2							
HEALTH SCIENCES									17800 1
MATHEMATICS					29800 1				

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28319 112 33000/26400	24786 15	26500 2	27500 2				18000 1	25636 11
BACHELOR - TECHNICAL				18000 1					

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20800 1	20316 2	23500 1	15000 2				19750 2	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	25060 5	25549 12	19920 8		24915 13		22806 17		
BACHELOR - TECHNICAL		14400 1			30000 1				

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		26500 2	25667 3		26000 2				
BACHELOR - TECHNICAL						33000 1	31603 15	29033 3	35947 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	33500 2	35125 4					35537 12	35085 16	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	16100 1		38000 1	20500 2					

AVERAGE SALARY OFFERS MARCH 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	18667 3			22146 6	27938 8	28500 2	32680 3		
BACHELOR - TECHNICAL					31220 7	40000 2	36120 2	27016 1	23666 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29818 11	20950 4	23061 24 40000/19392		14000 1			20505 9
BACHELOR - TECHNICAL		31400 5		36500 1	29800 1				17800 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler
University of Tulsa

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 10, 1993, through April 8, 1993) and cumulatively (September 1, 1992, and April 8, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	16	362	$27588	$29042	*	*	*	148	1496	$27781	$28037	$32000	$28000	$23530
BUSINESS ADMINISTRATION	7	70	27500	25999	*	*	*	27	345	24815	24569	32500	23500	19500
DISTRIBUTION MANAGEMENT	+	6	+	30500				+	16	+	28588			
ECONOMICS & FINANCE	11	92	24364	28218	*	*	*	31	347	24039	27070	29000	24000	18000
HOTEL/RESTAURANT MGMT.	+	1	+	26000				3	19	20291	22029	*	*	*
HUMAN RESOURCES (incl. LA	+	1	+	26000				+	18	+	26044			
MANAGEMENT INFO SYSTEMS	20	38	31454	30178	$35000	$30820	$30000	44	140	30007	29515	33600	30000	27000
MARKETING/MARKETING MANAG	18	87	24472	25478	*	*	*	55	361	23883	24657	30000	23500	18000
REAL ESTATE	+	+	+	+				+	12	+	27716			
COMMUNICATIONS														
ADVERTISING	1	1	21600	21600	*	*	*	6	18	24483	23633	*	*	*
COMMUNICATIONS	+	8	+	19749				4	76	21876	21731	*	*	*
JOURNALISM	1	3	32000	28000	*	*	*	1	22	32000	19203	*	*	*
TELECOMMUNICATIONS/BROADC	1	4	11500	22600	*	*	*	2	11	22250	23127	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	3	14	20353	20610	*	*	*	9	143	20896	20451	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	1	1	20800	20800	*	*	*	2	13	19641	21823	*	*	*
SPECIAL EDUCATION	+	+	+	+				+	22	+	21390			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				10	14	20167	19584	*	*	*
TEXTILES & CLOTHING	+	9	+	23222				+	14	+	22398			
MERCHANDISING MANAGEMENT	+	+	+	+				3	6	20333	20167	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	18000				+	5	+	22093			
LETTERS (incl. English)	2	6	22800	26017	*	*	*	5	40	23707	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				1	22	15000	20429	*	*	*
HUMANITIES - OTHER	+	2	+	28000				+	12	+	23050			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19500				4	13	24500	22323	*	*	*
HISTORY	+	4	+	27375				4	25	24000	22980	*	*	*
POLITICAL SCIENCE/GOVT	+	1	+	17750				3	29	23500	22513	*	*	*
PSYCHOLOGY	+	4	+	24125				3	45	13333	20857	*	*	*
SOCIOLOGY	+	2	+	19750				+	17	+	19140			
SOCIAL SCIENCES-OTHER	+	15	+	27400				4	54	24375	23745	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	9	18	30219	31495	*	*	*	9	39	30219	31738	*	*	*
AGRICULTURAL ENGINEERING	+	1	+	39000				2	7	31800	33014	*	*	*
ARCHITECTURAL ENGINEERING	5	8	27080	26050	*	*	*	6	14	26400	27171	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	3	+	26333			
CHEMICAL ENGINEERING	32	90	40250	39897	42300	41000	38500	44	333	39458	39821	42100	40700	35500
CIVIL ENGINEERING	12	37	28314	29582	*	*	*	17	226	28659	29417	*	*	*
COMPUTER ENGINEERING	2	37	36820	36358	*	*	*	3	188	34047	34043	*	*	*
ELECTRICAL/ELECTRONIC	33	113	34519	34703	37800	35200	30240	61	504	34798	34184	37992	35000	30500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	1	+	$33624			
INDUSTRIAL ENGINEERING	4	42	$30625	$32055	*	*	*	4	189	$30625	32903	*	*	*
MECHANICAL ENGINEERING	44	139	35286	35115	$38500	$36000	$30500	72	620	35666	34651	$39600	$36775	$31000
METALLURGICAL ENGINEERING	+	8	+	34751				+	44	+	34255			
MINING (INCL GEOLOGICAL)	+	4	+	34800				+	17	+	32616			
NUCLEAR ENGINEERING	+	3	+	35940				+	6	+	34887			
PETROLEUM ENGINEERING	8	8	40738	40738	*	*	*	16	22	39288	39732	*	*	*
TEXTILE ENGINEERING	+	2	+	37900				+	2	+	37900			
ENGINEERING TECHNOLOGY	+	21	+	31827				3	47	28943	31153	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				1	12	14400	23983	*	*	*
ANIMAL SCIENCES	1	2	20000	17200	*	*	*	4	15	18498	20706	*	*	*
PLANT SCIENCES	+	+	+	+				+	2	+	25000			
NATURAL RESOURCES	+	1	+	24000				2	5	24000	21600	*	*	*
OTHER AGRICULTURAL SCIENC	+	2	+	33250				4	16	23625	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	70	28700	32270	*	*	*	17	299	32458	31388	*	*	*
COMPUTER PROGRAMMING	+	+	+	+				+	14	+	28511			
INFORMATION SCIENCES	9	12	26112	27167	*	*	*	13	66	27270	28668	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				1	10	38000	30219	*	*	*
HEALTH SCIENCES	+	2	+	36000				5	11	18980	22088	*	*	*
NURSING	+	6	+	24812				+	21	+	29840			
PHARMACY	+	7	+	46829				+	41	+	44126			
SCIENCES														
ACTUARIAL	+	+	+	+				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	20600				+	11	+	21804			
BIOLOGICAL SCIENCES	2	6	23250	20415	*	*	*	3	24	26500	22341	*	*	*
CHEMISTRY	+	3	+	30027				4	26	30096	30114	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	+	5	+	26600				3	42	24939	24925	*	*	*
PHYSICS	+	2	+	29500				+	5	+	25096			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	247	1386						663	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	10	334	$28290	$29014	*	*	*	122	1222	$28316	$28443	$32000	$28000	$26400
ACCOUNTING (PRIVATE)	7	42	25500	28294	*	*	*	22	288	25013	26408	29000	23735	20500
COMMERCIAL BANKING (CONSU	2	21	20500	25809	*	*	*	4	53	23500	23449	*	*	*
COMMERCIAL BANKING (LENDI	2	21	31500	25771	*	*	*	5	44	27200	25540	*	*	*
INVESTMENT BANKING (CORP	1	6	26000	31667	*	*	*	1	15	26000	31433	*	*	*
INVESTMENT BANKING (MERG	1	1	18000	18000	*	*	*	1	6	18000	31000	*	*	*
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	+	2	+	40000				1	9	18000	28444	*	*	*
FINANCIAL/TREASURY ANALYS	5	22	29300	30880	*	*	*	16	115	26781	28278	*	*	*
PORTFOLIO MANAGEMENT / BR	+	2	+	26500				1	17	20800	24252	*	*	*
UNDERWRITING	1	10	32500	25672	*	*	*	3	33	24377	23900	*	*	*
INSURANCE - CLAIMS	+	2	+	25917				1	22	23500	23332	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	29600				2	23	15000	25534	*	*	*
MEDIA PLANNING	1	1	32000	32000	*	*	*	1	10	32000	20680	*	*	*
REPORTING	+	1	+	18000				+	10	+	17684			
COMMUNICATIONS-PRODUCTION	+	1	+	26500				+	11	+	23855			
PUBLIC RELATIONS	+	3	+	23667				2	19	19750	21593	*	*	*
WRITING / EDITING	1	4	11500	23625	*	*	*	1	8	11500	22138	*	*	*
MARKETING														
ADVERTISING	+	1	+	14500				5	16	25060	22628	*	*	*
BRAND/PRODUCT MANAGEMENT	+	4	+	33250				13	42	24692	26195	*	*	*
BUYER/MERCHANDISING	+	52	+	24760				8	97	19920	24859	*	*	*
DISTRIBUTION	+	5	+	29400				+	21	+	28619			
MARKET RESEARCH	1	1	25000	25000	*	*	*	15	27	25260	23774	*	*	*
PURCHASING	+	1	+	28000				+	4	+	23350			
SALES	11	76	26927	28165	*	*	*	28	344	24425	25668	28000	25000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				+	12	+	23790			
GOV'T-FINANCE, TAXATION,	+	+	+	+				+	31	+	23893			
ECONOMIC PROGRAMS	+	+	+	+				+	3	+	21009			
LAW ENFORCEMENT	+	+	+	+				2	14	26500	23268	*	*	*
MILITARY	+	+	+	+				3	16	25667	25979	*	*	*
NATIONAL SECURITY	+	+	+	+				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	+	+	+				2	8	26000	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				1	2	33000	37000	*	*	*
DESIGN / CONSTRUCT	32	67	32012	31681	$40000	$29765	$26400	47	304	31882	31015	40000	30540	26000
ENVIRONMENTAL/SANITATION	4	11	36362	33572	*	*	*	7	54	33221	31711	*	*	*
MANUFACTURING/INDUSTRIAL	16	71	35642	35690	*	*	*	23	328	35735	34953	41000	38000	28000
SYSTEMS / PROGRAMMING	14	24	32362	33481	*	*	*	16	73	32505	32711	*	*	*
POWER SYSTEMS	3	12	31473	33390	*	*	*	7	71	33560	34380	*	*	*
SOFTWARE DESIGN & DEVELOP	3	28	34707	35283	*	*	*	3	116	34707	33436	*	*	*
HARDWARE DESIGN & DEVELOP	13	30	36509	36155	*	*	*	13	92	36509	35666	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	22	$37837	$36258	*	*	*	7	81	$37837	$35783	*	*	*
TESTING	1	6	35900	33769	*	*	*	1	40	35900	32421	*	*	*
PROCESS ENGINEERING	29	66	39876	39667	$42500	$41000	$36800	41	228	38606	39436	$42000	$40600	$33192
PROJECT ENGINEERING	6	31	32600	34783	*	*	*	22	206	34407	35259	37992	34500	30500
OTHER ENGINEERING	15	122	35110	34946	*	*	*	46	520	35982	33992	42000	37000	28452
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				1	10	16100	25362	*	*	*
INDUSTRIAL HYGIENE	+	1	+	29000				+	2	+	25035			
MEDICAL TECHNOLOGY	+	2	+	31000				1	6	38000	30025	*	*	*
NURSES / PERSONAL CARE	+	6	+	24812				2	25	20500	29473	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	4	+	33260			
PHARMACIST	+	7	+	46829				+	41	+	44126			
PHYSICAL THERAPY	+	1	+	45000				+	4	+	24875			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	1	+	16300				5	24	18374	20856	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	15875				3	18	18667	19547	*	*	*
COUNSELING	+	1	+	31000				+	19	+	21105			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	15550			
SOCIAL WORK	+	1	+	15000				6	17	22146	20203	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	16	52	30587	30503	*	*	*	31	210	30046	29486	33000	30500	27000
INFORMATION SYSTEMS	3	30	32393	31206	*	*	*	7	168	33454	30154	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	18	32104	33713	*	*	*	9	97	33188	32326	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	2	17000	17000	*	*	*	2	6	22008	25470	*	*	*
AGRICULTUR/NATURAL RESOU	+	3	+	18288				9	29	23666	21470	*	*	*
ARCHITECTURE	+	2	+	17150				+	8	+	21360			
CONSULTING	10	63	30620	31014	*	*	*	26	244	30431	31735	33000	30750	27500
HUMAN RESOURCES	+	3	+	21000				4	26	20950	23473	*	*	*
MANAGEMENT TRAINEE	22	58	23682	24412	25000	23500	20000	47	341	23638	23631	26500	23000	19392
MATH/STATISTICIANS	+	+	+	+				1	5	29800	28000	*	*	*
PARALEGAL	1	3	18000	19667	*	*	*	2	9	16000	19956	*	*	*
RESEARCH - NONTECHNICAL	+	1	+	24000				+	4	+	30250			
RESEARCH - TECHNICAL	+	2	+	26000				+	14	+	29493			
TEACHING	4	19	20465	21609	*	*	*	14	268	20300	20549	*	*	*
TOTALS	247	1386						663	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	1	+	$32000				14	44	$30929	$30409	*	*	*
MBA--NON-TECH	6	34	$33350	37425	*	*	*	25	174	33951	35983	$42000	$33000	$28000
MBA--TECH	1	8	36000	48713	*	*	*	4	21	42490	42280	*	*	*
MS-BUSINESS	+	1	+	44000				+	6	+	32917			
ECONOMICS & FINANCE (BANK	+	7	+	40600				2	10	24000	36820	*	*	*
HUMAN RESOURCES (INCL LAB	+	5	+	33280				2	13	25000	31031	*	*	*
MANAGEMENT INFORMATION SY	1	4	36000	41900	*	*	*	9	12	34978	37200	*	*	*
MARKETING/MKTNG MGT (RESE	+	3	+	51667				+	5	+	40799			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	34000				+	15	+	27662			
ELEMENTARY EDUCATION	+	+	+	+				+	23	+	27601			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				+	5	+	29142			
SOCIAL SCIENCES														
PSYCHOLOGY	+	1	+	28500				1	8	22000	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	5	60000	45869	*	*	*	1	8	60000	42668	*	*	*
AGRICULTURAL	+	+	+	+				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	2	+	41790				2	17	35980	41336	*	*	*
CIVIL	+	5	+	40668				1	38	29000	34688	*	*	*
COMPUTER	1	3	22300	36167	*	*	*	1	20	22300	38902	*	*	*
ELECTRICAL/ELECTRONIC	1	27	41000	41800	*	*	*	4	137	38925	40654	*	*	*
INDUSTRIAL	+	2	+	54252				+	28	+	40461			
MECHANICAL	2	33	32132	41008	*	*	*	3	102	35221	40659	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

SWPA REGIONAL Report No. 3 APRIL 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	2	+	$41500			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	1	1	$22800	22800	*	*	*	3	5	$27720	28773	*	*	*
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	2	2	27500	27500	*	*	*	2	2	27500	27500	*	*	*
CHEMISTRY	+	6	+	36990				1	13	27000	35310	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	9	+	36017				+	50	+	37778			
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	+	+	+				+	8	+	35049			
PHYSICS	+	+	+	+				1	2	40000	42000	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	16	161						76	793					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	24	+	$53057				4	82	$46500	$46051	*	*	*
MBA--TECH	+	9	+	53000				1	16	28500	50131	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	52	+	54802				5	106	50420	52277	*	*	*
MBA--TECH	+	38	+	58333				13	65	47938	56070	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	+	25	+	55692				2	123	46164	50754	*	*	*
MBA--TECH	+	17	+	62482				3	39	72666	58540	*	*	*
TOTALS	+	165						28	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54755				+	5	+	$51604			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	20000				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	55250				+	31	+	54347			
CIVIL	+	1	+	61500				+	2	+	48750			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	2	16	$42960	54807	*	*	*	3	24	$41973	54767	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	7	+	50343				2	21	53496	50773	*	*	*
METALLURGICAL	+	1	+	57800				+	8	+	52910			
SCIENCES														
AGRICULTURE & NAT'L RESRC	1	1	25000	25000	*	*	*	1	1	25000	25000	*	*	*
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	7	+	54629				+	21	+	53605			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	2	+	51949				+	7	+	51971			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	3	44						6	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28331 122 33000/26400			24300 2				26633 2	
BUSINESS ADMINISTRATION				36000 1		30500 1	19500 1	28900 5	
ECONOMICS & FINANCE	25250 2			27000 4	25000 4			30000 1	
MANAGEMENT INFO SYSTEMS	33300 2					30660 9	30000 1	29438 8	
MARKETING/MARKETING MANAG	27996 1			27250 2			22000 2	32000 1	
ADVERTISING		25060 5					21600 1		
COMMUNICATIONS						24002 1			
JOURNALISM		32000 1							
TELECOMMUNICATIONS/BROADC		11500 1				33000 1			
LETTERS (incl. English)				25000 1					
AEROSPACE & AERONAUTICAL						30000 1		32000 1	
AGRICULTURAL ENGINEERING									35000 1
ARCHITECTURAL ENGINEERING			23000 1						
CHEMICAL ENGINEERING								34750 2	36066 7
CIVIL ENGINEERING								26500 1	27600 1
ELECTRICAL/ELECTRONIC						33500 3	34500 1	32167 3	34504 17
MECHANICAL ENGINEERING								34113 8	36806 17
PETROLEUM ENGINEERING									38100 4
ENGINEERING TECHNOLOGY									28943 3
OTHER AGRICULTURAL SCIENC									18500 1
COMPUTER SCIENCE	30000 1	32000 1				32000 1	37413 3	30625 4	
INFORMATION SCIENCES	32667 3			20500 2		31003 2		31500 2	
CHEMISTRY									27000 1

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23500 1		24182 2		23000 1			
BUSINESS ADMINISTRATION			22000 1	23167 3		23500 8			
ECONOMICS & FINANCE	22600 8		22700 2	17000 1		21600 5			
HOTEL/RESTAURANT MGMT.			20291 3						
MARKETING/MARKETING MANAG	32500 2	20000 1	21600 1	18200 1		20487 11	23000 1		
COMMUNICATIONS						23500 1			
MERCHANDISING MANAGEMENT						20333 3			
LETTERS (incl. English)					18000 1				
CRIMINAL JUSTICE						23000 1			
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1				
SOCIAL SCIENCES-OTHER						23000 1			
INDUSTRIAL ENGINEERING				32500 1					
MATHEMATICS	27016 1			29800 1					

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				20375 4			23530 1		
BUSINESS ADMINISTRATION			20000 2			23000 1			
MANAGEMENT INFO SYSTEMS		24000 2				30000 1			
MARKETING/MARKETING MANAG		23771 7	19667 3						
ELEMENTARY EDUCATION					20896 9				
PHYSICAL EDUCATION					19641 2				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
LETTERS (incl. English)			27600 1		19935 1				
CRIMINAL JUSTICE							23000 1		
HISTORY						24000 1			
PSYCHOLOGY									10000 1
SOCIAL SCIENCES-OTHER					21500 1		30000 1		
AEROSPACE & AERONAUTICAL						26000 1			
AGRICULTURAL ENGINEERING							28600 1		
CIVIL ENGINEERING			28965 2	26832 1			26286 4		
COMPUTER ENGINEERING						28500 1			
ELECTRICAL/ELECTRONIC		35000 1		34600 5		28000 2	30240 1		
MECHANICAL ENGINEERING		37584 1		31680 1		28452 1			
AGRIBUSINESS		14400 1							
COMPUTER SCIENCE					33300 1				
INFORMATION SCIENCES			24000 1						
ALLIED HEALTH								38000 1	
HEALTH SCIENCES					17800 1			19275 4	

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BUSINESS ADMINISTRATION								23000 1	
ECONOMICS & FINANCE								21000 1	
MANAGEMENT INFO SYSTEMS			25000 1					21000 1	
MARKETING/MARKETING MANAG	15000 1				-25000 1		40000 1		28250 2
HUMAN ECOLOGY (HOME ECONO			20113 6						
LETTERS (incl. English)									28000 1
VISUAL & PERFORMING ARTS		15000 1							
CRIMINAL JUSTICE			26000 2						
HISTORY			24000 3						
SOCIAL SCIENCES-OTHER			23000 1						
AEROSPACE & AERONAUTICAL					30661 6				
ARCHITECTURAL ENGINEERING								27080 5	
CHEMICAL ENGINEERING								41800 2	41255 18
CIVIL ENGINEERING								29550 4	36500 2
ELECTRICAL/ELECTRONIC					32793 4				39000 1
MECHANICAL ENGINEERING					27653 3		36533 3	34867 3	37240 5
PETROLEUM ENGINEERING									45900 1
ANIMAL SCIENCES						18000 1			
NATURAL RESOURCES						26000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE						30000 1			
CHEMISTRY								33192 1	

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING					22500	2			33600	1							28576	7
ECONOMICS & FINANCE																	30500	2
MANAGEMENT INFO SYSTEMS	31347	3	30820	2													32714	7
MARKETING/MARKETING MANAG	26000	1			26500	2	29500	2									22000	1
POLITICAL SCIENCE/GOVT			26500	1														
PSYCHOLOGY																	16000	1
CHEMICAL ENGINEERING	38500	1	40650	2									40350	2	39000	2	38688	8
COMPUTER ENGINEERING	36240	1															37400	1
ELECTRICAL/ELECTRONIC	36560	10	35089	9									42000	1			38000	1
INDUSTRIAL ENGINEERING			30000	1	32000	1												
MECHANICAL ENGINEERING	34000	2	31989	4	38000	5									36375	4	38327	11
PETROLEUM ENGINEERING																	40030	10
ANIMAL SCIENCES					20000	1												
NATURAL RESOURCES															22000	1		
OTHER AGRICULTURAL SCIENC													23000	2				
COMPUTER SCIENCE	30240	1													40000	1	34750	2
INFORMATION SCIENCES	18000	1											25000	1				

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							24933 3
BUSINESS ADMINISTRATION							24667 3
ECONOMICS & FINANCE						23500 1	
MANAGEMENT INFO SYSTEMS							29085 7
MARKETING/MARKETING MANAG			18000 1			24200 5	24200 5
COMMUNICATIONS							20000 2
POLITICAL SCIENCE/GOVT			20000 1				
CIVIL ENGINEERING			25000 1				27000 1
ELECTRICAL/ELECTRONIC			39400 2				
INDUSTRIAL ENGINEERING			28000 1				
MECHANICAL ENGINEERING			36749 1			38000 1	30250 2
PETROLEUM ENGINEERING			30000 1				
ANIMAL SCIENCES			17996 2				
COMPUTER SCIENCE						20000 1	
INFORMATION SCIENCES						23500 1	
BIOLOGICAL SCIENCES						26500 3	
CHEMISTRY			30096 2				

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28358 127 33600/26400	24114 7		27210 10	25000 4	30287 12	23020 5	29133 17	
BACHELOR - TECHNICAL	32000 4	32000 1	23000 1	19667 3		32072 7	36685 4	32519 21 38000/30500	34847 52 42100/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24580 10	21750 2	21410 7	21866 7	16000 2	21839 32 35000/18000	23000 1		
BACHELOR - TECHNICAL	27016 1			31150 2					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL		23822 9	21100 6	20375 4	20386 15	25667 3	25510 3	21990 2	10000 1
BACHELOR - TECHNICAL		28995 3	27310 3	33073 7	25550 2	27790 5	27331 6	23020 5	

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	15000 1	15000 1	22514 13		25000 1		40000 1	21667 3	28167 3
BACHELOR - TECHNICAL					30623 13	26000 4	36533 3	31666 15	40248 27 45900/37000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	30010 4	29380 3	24500 4	29500 2	33600 1				29335 18
BACHELOR - TECHNICAL	34786 16	34691 16	34571 7				32283 6	35688 8	38676 33 46000/33600

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL			19000 2			24083 6	
BACHELOR - TECHNICAL			29473 10			26833 6	

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	32200 8			29000 2		38500 2		32450 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH						25842 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			36000 1						
MBA--TECH			46200 1						

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1				
MBA--TECH					35360 1				

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	36867 3		39000 2						44500 2
MBA--TECH									44200 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28316 122 33000/26400	25252 21 35000/20500	27000 1						
BUSINESS ADMINISTRATION				36000 1					
ECONOMICS & FINANCE		20000 1	26000 1	27333 3	26000 1	18000 1		18000 1	25818 11
MARKETING/MARKETING MANAG									29875 4
LETTERS (incl. English)									25000 1
INFORMATION SCIENCES			20500 2						
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		21132 1							
BUSINESS ADMINISTRATION		19500 1	23500 1						
ECONOMICS & FINANCE	20800 1								
MARKETING/MARKETING MANAG								18000 1	
COMMUNICATIONS				15000 1					
JOURNALISM					32000 1				
TELECOMMUNICATIONS/BROADC									11500 1
VISUAL & PERFORMING ARTS				15000 1					
SOCIAL SCIENCES-OTHER								21500 1	
INDUSTRIAL ENGINEERING		32500 1							

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BUSINESS ADMINISTRATION		23500 2	24750 2				23500 4		
ECONOMICS & FINANCE			17000 1						
MANAGEMENT INFO SYSTEMS		26599 6			31000 1				
MARKETING/MARKETING MANAG		33000 1	18620 3		24492 12		23394 17		
ADVERTISING	25060 5						21600 1		
COMMUNICATIONS					24002 1		25000 1		
MERCHANDISING MANAGEMENT		23500 2	14000 1						
LETTERS (incl. English)							27800 2		
CRIMINAL JUSTICE			23000 1						
POLITICAL SCIENCE/GOVT		20000 1					26500 1		
SOCIAL SCIENCES-OTHER							23000 1		
CHEMICAL ENGINEERING							40500 1		
PETROLEUM ENGINEERING					30000 1				
AGRIBUSINESS		14400 1							

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			23000 1						
MANAGEMENT INFO SYSTEMS			30000 1						
CRIMINAL JUSTICE		23000 1			26000 2				
HISTORY			24000 1						
SOCIAL SCIENCES-OTHER		30000 1							
AEROSPACE & AERONAUTICAL							30328 6		
AGRICULTURAL ENGINEERING								28600 1	
ARCHITECTURAL ENGINEERING							26400 6		
CHEMICAL ENGINEERING							37367 3	37750 2	39890 2
CIVIL ENGINEERING							28593 13		37000 1
ELECTRICAL/ELECTRONIC							36600 5		42000 1
INDUSTRIAL ENGINEERING									29000 2
MECHANICAL ENGINEERING							33955 12	33375 2	37033 15
PETROLEUM ENGINEERING							41900 2	43200 1	
ENGINEERING TECHNOLOGY									24814 2
OTHER AGRICULTURAL SCIENC								18500 1	
BIOLOGICAL SCIENCES						33000 1			

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS									37000 1
AEROSPACE & AERONAUTICAL	30000 2								30000 1
CHEMICAL ENGINEERING					39900 3		40203 28 44000/37500	42100 1	35200 4
CIVIL ENGINEERING								25000 1	27000 1
COMPUTER ENGINEERING			36240 1						28500 1
ELECTRICAL/ELECTRONIC	32737 10	33873 6	33940 2	36552 12	36700 1	35900 1		34330 12	33611 9
INDUSTRIAL ENGINEERING							32000 1		
MECHANICAL ENGINEERING	33175 4	31680 1		36000 1	36153 3		37541 7	34617 6	36461 19
PETROLEUM ENGINEERING							42000 1	33000 1	39660 10
ENGINEERING TECHNOLOGY	—							37200 1	
CHEMISTRY							30096 4		

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO									20624 3
PSYCHOLOGY									10000 1
ALLIED HEALTH			38000 1						
HEALTH SCIENCES	16100 1			20500 2					20000 1

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30500 1				
ECONOMICS & FINANCE								17000 1	
MANAGEMENT INFO SYSTEMS					29968 19	30295 4	31509 6		
MARKETING/MARKETING MANAG	15000 1								
TELECOMMUNICATIONS/BROADC						33000 1			
HUMAN ECOLOGY (HOME ECONO	18000 1			20292 3					
HISTORY				24000 3					
SOCIAL SCIENCES-OTHER	23000 1								
AGRICULTURAL ENGINEERING									35000 1
COMPUTER ENGINEERING							37400 1		
ANIMAL SCIENCES									17997 3
NATURAL RESOURCES									24000 2
OTHER AGRICULTURAL SCIENC									25333 3
COMPUTER SCIENCE					32923 6	40000 2	36120 2		
INFORMATION SCIENCES					26801 5				
MATHEMATICS								27016 1	

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON	RESEARCH - TEC	TEACHING	
ACCOUNTING		27500	2			23500	1								
BUSINESS ADMINISTRATION		29625	4	26000	1	22500	9								
ECONOMICS & FINANCE		30250	2			22271	7								
HOTEL/RESTAURANT MGMT.						20291	3								
MANAGEMENT INFO SYSTEMS		29900	5			33600	1								
MARKETING/MARKETING MANAG		32000	1			23240	15								
COMMUNICATIONS						23500	1								
ELEMENTARY EDUCATION														20896	9
PHYSICAL EDUCATION														19641	2
HUMAN ECOLOGY (HOME ECONO				20900	2									19125	1
LETTERS (incl. English)										18000	1			19935	1
POLITICAL SCIENCE/GOVT						24000	1								
PSYCHOLOGY				16000	1					14000	1				
CIVIL ENGINEERING		26500	1												
ELECTRICAL/ELECTRONIC						36750	2								
MECHANICAL ENGINEERING		33100	2												
ANIMAL SCIENCES						20000	1								
COMPUTER SCIENCE		30400	5			25000	2								
INFORMATION SCIENCES		32750	4			24250	2								
HEALTH SCIENCES														17800	1
BIOLOGICAL SCIENCES						23250	2								
MATHEMATICS								29800	1						

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28316 122 33000/26400	25013 22 35000/20500	26500 2	29500 4	26000 1	18000 1		18000 1	26781 16
BACHELOR - TECHNICAL			20500 2	18000 1					

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20800 1	20316 2	23500 1	15000 2	32000 1			19750 2	11500 1
BACHELOR - TECHNICAL		32500 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	25060 5	25549 12	19920 8		24922 14		23829 27 35000/18000		
BACHELOR - TECHNICAL		14400 1			30000 1		40500 1		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		26500 2	25667 3		26000 2				
BACHELOR - TECHNICAL						33000 1	31882 47 43000/26000	33221 7	35735 23 42000/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	32505 16	33560 7	34707 3	36509 13	37837 7	35900 1	38606 41 44000/33192	34407 22 42100/30500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	16100 1		38000 1	20500 2					

AVERAGE SALARY OFFERS APRIL 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	18667 3			22146 6	29994 20 35000/27000	30836 5	31509 6	17000 1	
BACHELOR - TECHNICAL					30141 11	40000 2	36547 3	27016 1	23666 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29679 14	20950 4	22960 38 40000/19000		16000 2			20492 13
BACHELOR - TECHNICAL		31308 12		26500 9	29800 1				17800 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler
University of Tulsa

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (April 8, 1993, through May 6, 1993) and cumulatively (September 1, 1992, and May 6, 1993).

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BACHELOR'S DEGREE CANDIDATES

a Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

CURRICULUM FOR TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
USINESS														
ACCOUNTING	51	410	$27249	$27015	$30300	$28000	$23500	199	1906	$27644	$27817	$31992	$28000	$23500
BUSINESS ADMINISTRATION	15	189	23549	24574	*	*	*	42	534	24363	24570	30000	23500	18500
DISTRIBUTION MANAGEMENT	+	7	+	23614				+	23	+	27074			
ECONOMICS & FINANCE	33	223	27629	26486	32500	27000	24000	64	570	25890	26842	32000	25500	18000
HOTEL/RESTAURANT MGMT.	2	20	19350	21460	*	*	*	5	39	19914	21737	*	*	*
HUMAN RESOURCES (incl. LA	1	11	23500	20249	*	*	*	1	29	23500	23846	*	*	*
MANAGEMENT INFO SYSTEMS	38	90	30043	28871	32300	31253	27000	82	230	30024	29263	33000	31000	27000
MARKETING/MARKETING MANAG	32	218	24743	24236	30000	24000	19200	87	579	24199	24499	30000	23712	18000
REAL ESTATE	+	+	+	+				+	12	+	27716			
OMMUNICATIONS														
ADVERTISING	+	3	+	20664				6	21	24483	23209	*	*	*
COMMUNICATIONS	2	39	27250	21742	*	*	*	6	115	23667	21735	*	*	*
JOURNALISM	3	19	19333	19472	*	*	*	4	41	22500	19327	*	*	*
TELECOMMUNICATIONS/BROADC	+	10	+	22704				2	21	22250	22926	*	*	*
DUCATION														
ELEMENTARY EDUCATION	1	53	22600	17284	*	*	*	10	196	21066	19594	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	12532				+	16	+	15742			
PHYSICAL EDUCATION	+	2	+	22272				2	15	19641	21883	*	*	*
SPECIAL EDUCATION	1	19	23500	20388	*	*	*	1	41	23500	20926	*	*	*
OME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	21643				10	25	20167	20490	*	*	*
TEXTILES & CLOTHING	3	12	20667	23208	*	*	*	3	26	20667	22772	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	23000				3	8	20333	20875	*	*	*
UMANITIES														
FOREIGN LANGUAGES	+	6	+	22016				+	11	+	22051			
LETTERS (incl. English)	+	25	+	20960				5	65	23707	20989	*	*	*
VISUAL & PERFORMING ARTS	3	14	16827	18803	*	*	*	4	36	16370	19797	*	*	*
HUMANITIES - OTHER	2	33	25000	25045	*	*	*	2	45	25000	24513	*	*	*
OCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	17400				4	16	24500	21400	*	*	*
HISTORY	1	13	28800	24569	*	*	*	5	38	24960	23524	*	*	*
POLITICAL SCIENCE/GOVT	1	38	28000	25891	*	*	*	4	67	24625	24429	*	*	*
PSYCHOLOGY	2	51	23000	19834	*	*	*	5	96	17200	20313	*	*	*
SOCIOLOGY	3	10	20500	22700	*	*	*	3	27	20500	20458	*	*	*
SOCIAL SCIENCES-OTHER	1	25	24000	23082	*	*	*	5	79	24300	23536	*	*	*
NGINEERING														
AEROSPACE & AERONAUTICAL	6	16	31505	31954	*	*	*	15	55	30733	31800	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	26500				2	9	31800	31567	*	*	*
ARCHITECTURAL ENGINEERING	3	4	30000	29850	*	*	*	9	18	27600	27767	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	23650				+	4	+	25663			
CHEMICAL ENGINEERING	14	113	39881	39565	*	*	*	58	446	39560	39756	42100	40700	35500
CIVIL ENGINEERING	10	98	26867	29005	*	*	*	27	324	27995	29293	30000	27040	26000
COMPUTER ENGINEERING	1	70	25000	35094	*	*	*	4	258	31785	34328	*	*	*
ELECTRICAL/ELECTRONIC	45	215	35514	34655	39000	36000	31200	106	719	35102	34325	38400	35540	30500

continued

BACHELOR'S DEGREE CANDIDATES

(Combined for Men and Women)

AVERAGE SALARY OFFERS

CURRICULUM FOR TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
GINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$42000				+	2	+	$37812			
INDUSTRIAL ENGINEERING	+	66	+	33349				4	255	$30625	33018	*	*	*
MECHANICAL ENGINEERING	23	242	$33518	34469	$37000	$34500	$30000	95	862	35146	34600	$39000	$36000	$30000
METALLURGICAL ENGINEERING	+	25	+	32997				+	69	+	33800			
MINING (INCL GEOLOGICAL)	+	5	+	33440				+	22	+	32804			
NUCLEAR ENGINEERING	+	3	+	34440				+	9	+	34738			
PETROLEUM ENGINEERING	1	7	24000	37700	*	*	*	17	29	38388	39241	*	*	*
TEXTILE ENGINEERING	+	2	+	36250				+	4	+	37075			
ENGINEERING TECHNOLOGY	1	22	28000	24155	*	*	*	4	69	28707	28922	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	31800				+	3	+	29100			
RICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	8	18000	22000	*	*	*	2	20	16200	23190	*	*	*
ANIMAL SCIENCES	+	8	+	21063				4	23	18498	20830	*	*	*
PLANT SCIENCES	+	1	+	25000				+	3	+	25000			
NATURAL RESOURCES	+	10	+	22457				2	15	24000	22171	*	*	*
OTHER AGRICULTURAL SCIENC	+	+	+	+				4	16	23625	25663	*	*	*
MPUTER SCIENCE														
COMPUTER SCIENCE	16	168	30634	31184	*	*	*	33	467	31574	31314	35340	32000	27000
COMPUTER PROGRAMMING	+	8	+	29250				+	22	+	28780			
INFORMATION SCIENCES	4	29	30300	30674	*	*	*	17	95	27983	29280	*	*	*
SYSTEMS ANALYSIS	+	1	+	36140				+	2	+	33570			
ALTH SCIENCES														
ALLIED HEALTH	3	7	22570	22101	*	*	*	4	17	26428	26876	*	*	*
HEALTH SCIENCES	2	8	20000	20413	*	*	*	7	19	19271	21383	*	*	*
NURSING	+	16	+	34226				+	39	+	31864			
PHARMACY	+	21	+	41436				+	62	+	43215			
IENCES														
ACTUARIAL	+	6	+	34287				+	10	+	34352			
ARCHITECTURAL & ENVIRONME	+	13	+	26846				+	24	+	24535			
BIOLOGICAL SCIENCES	1	15	25000	20741	*	*	*	4	39	26125	21726	*	*	*
CHEMISTRY	+	5	+	33266				4	31	30096	30622	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				+	5	+	27392			
MATHEMATICS	+	16	+	27831				3	58	24939	25726	*	*	*
PHYSICS	+	2	+	14400				+	7	+	22040			
OTHER PHYSICAL & EARTH SC	+	6	+	23040				+	11	+	22317			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	29	+	28793				+	29	+	28793			
TOTALS	326	2830						989	9098					

entiles are computed on regional data
computed for fewer than 20 offers
offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	36	265	$28083	$28038	$31000	$28000	$26500	158	1487	$28263	$28370	$31992	$28000	$26400
ACCOUNTING (PRIVATE)	14	123	26729	25625	*	*	*	36	411	25680	26174	30300	25500	20500
COMMERCIAL BANKING (CONSU	+	27	+	24704				4	80	23500	23872	*	*	*
COMMERCIAL BANKING (LENDI	3	55	27500	25782	*	*	*	8	99	27313	25675	*	*	*
INVESTMENT BANKING (CORP	1	9	24000	27389	*	*	*	2	24	25000	29917	*	*	*
INVESTMENT BANKING (MERG	2	3	37500	35667	*	*	*	3	9	31000	32556	*	*	*
INVESTMENT BANKING (REAL	+	2	+	25000				+	8	+	21363			
INVESTMENT BANKING (SALE	2	4	30000	36250	*	*	*	3	13	26000	30846	*	*	*
FINANCIAL/TREASURY ANALYS	16	85	27173	28436	*	*	*	32	200	26977	28346	32000	27500	21000
PORTFOLIO MANAGEMENT / BR	2	12	24500	23167	*	*	*	3	29	23267	23803	*	*	*
UNDERWRITING	+	18	+	24433				3	51	24377	24089	*	*	*
INSURANCE - CLAIMS	2	20	22500	23347	*	*	*	3	42	22833	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	18	19000	22886	*	*	*	4	41	17000	24371	*	*	*
MEDIA PLANNING	+	2	+	27250				1	12	32000	21775	*	*	*
REPORTING	+	3	+	14833				+	13	+	17026			
COMMUNICATIONS-PRODUCTION	+	7	+	21431				+	18	+	22912			
PUBLIC RELATIONS	2	19	17240	21323	*	*	*	4	38	18495	21458	*	*	*
WRITING / EDITING	1	11	18000	20932	*	*	*	2	19	14750	21440	*	*	*
MARKETING														
ADVERTISING	+	6	+	20846				5	22	25060	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	6	25	27262	23942	*	*	*	19	67	25503	25354	*	*	*
BUYER/MERCHANDISING	1	55	18000	23818	*	*	*	9	152	19707	24483	*	*	*
DISTRIBUTION	1	6	19500	25410	*	*	*	1	27	19500	27906	*	*	*
MARKET RESEARCH	1	8	19200	23013	*	*	*	16	35	24881	23600	*	*	*
PURCHASING	+	2	+	20500				+	6	+	22400			
SALES	12	180	24667	25056	*	*	*	40	524	24497	25458	30000	25000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	24	+	20179				+	36	+	21382			
GOV'T-FINANCE, TAXATION,	2	26	22293	23952	*	*	*	2	57	22293	23920	*	*	*
ECONOMIC PROGRAMS	+	5	+	20967				+	8	+	20983			
LAW ENFORCEMENT	1	6	24000	26200	*	*	*	3	20	25667	24148	*	*	*
MILITARY	3	22	26333	23142	*	*	*	6	38	26000	24337	*	*	*
NATIONAL SECURITY	+	1	+	36600				+	4	+	32700			
URBAN / REGIONAL PLANNING	+	6	+	27907				2	14	26000	25096	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	26667				1	5	33000	30800	*	*	*
DESIGN / CONSTRUCT	31	139	30742	30875	36000	29530	26000	78	443	31429	30971	39000	30000	26000
ENVIRONMENTAL/SANITATION	1	8	40800	30170	*	*	*	8	62	34169	31513	*	*	*
MANUFACTURING/INDUSTRIAL	6	121	33767	34836	*	*	*	29	449	35328	34922	41000	37200	28000
SYSTEMS / PROGRAMMING	6	37	32579	33910	*	*	*	22	110	32525	33114	35000	33250	29796
POWER SYSTEMS	2	20	37500	33919	*	*	*	9	91	34436	34279	*	*	*
SOFTWARE DESIGN & DEVELOP	8	55	36241	34653	*	*	*	11	171	35823	33827	*	*	*
HARDWARE DESIGN & DEVELOP	21	71	36268	35934	38200	36000	35000	34	163	36360	35783	38400	36050	35000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	3	14	$34787	$33056	*	*	*	10	95	$36922	$35381	*	*	*
TESTING	4	19	33305	34431	*	*	*	5	59	33824	33068	*	*	*
PROCESS ENGINEERING	14	83	38009	38856	*	*	*	55	311	38454	39281	$42000	$40500	$32500
PROJECT ENGINEERING	2	75	34260	35046	*	*	*	24	281	34395	35202	37992	34500	30500
OTHER ENGINEERING	5	203	34088	34083	*	*	*	51	723	35796	34018	41496	37000	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	17500	19540	*	*	*	2	21	16800	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	3	7	22570	23644	*	*	*	4	13	26428	26589	*	*	*
NURSES / PERSONAL CARE	+	18	+	34226				2	43	20500	31463	*	*	*
OCCUPATIONAL THERAPY	+	2	+	14840				+	6	+	27120			
PHARMACIST	+	21	+	41436				+	62	+	43215			
PHYSICAL THERAPY	+	1	+	13500				+	5	+	22600			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	3	19	23167	20532	*	*	*	8	43	20172	20713	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	12	+	19577				3	30	18667	19559	*	*	*
COUNSELING	2	19	23000	19096	*	*	*	2	38	23000	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	15550			
SOCIAL WORK	1	10	16000	18787	*	*	*	7	27	21268	19679	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	30	122	28985	29100	$32300	$30015	$23000	61	332	29524	29345	33000	30240	25000
INFORMATION SYSTEMS	3	49	31667	30089	*	*	*	10	217	32918	30139	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	72	29908	30309	*	*	*	15	169	31876	31467	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	33769				2	15	22008	30449	*	*	*
AGRICULTUR/NATURAL RESOU	+	14	+	22165				9	43	23666	21696	*	*	*
ARCHITECTURE	+	4	+	23825				+	12	+	22182			
CONSULTING	25	132	31140	30493	33000	31500	30000	51	376	30778	31299	33000	31500	28000
HUMAN RESOURCES	2	21	20900	22429	*	*	*	6	47	20933	23006	*	*	*
MANAGEMENT TRAINEE	35	284	23138	23862	28500	23500	18000	82	625	23425	23736	28500	23500	18000
MATH/STATISTICIANS	+	2	+	23500				1	7	29800	26714	*	*	*
PARALEGAL	+	2	+	23000				2	11	16000	20509	*	*	*
RESEARCH - NONTECHNICAL	+	3	+	22907				+	7	+	27103			
RESEARCH - TECHNICAL	+	7	+	27541				+	21	+	28842			
TEACHING	2	86	23050	18779	*	*	*	16	354	20644	20119	*	*	*
TOTALS	326	2830						989	9098					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	11	24	$33091	$31813	*	*	*	25	68	$31880	$30904	$36000	$32500	$27500
MBA--NON-TECH	3	48	39500	38505	*	*	*	28	222	34546	36528	43100	32500	28000
MBA--TECH	2	20	43000	45925	*	*	*	6	41	42660	44058	*	*	*
MS-BUSINESS	+	1	+	38000				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	5	+	34255				2	15	24000	35965	*	*	*
HUMAN RESOURCES (INCL LAB	+	+	+	+				2	13	25000	31031	*	*	*
MANAGEMENT INFORMATION SY	+	1	+	38400				9	13	34978	37292	*	*	*
MARKETING/MKTNG MGT (RESE	+	2	+	47000				+	7	+	42571			
COMMUNICATIONS														
ADVERTISING	1	1	31000	31000	*	*	*	1	1	31000	31000	*	*	*
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	32000				+	2	+	23500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	15	+	27662			
ELEMENTARY EDUCATION	+	2	+	25500				+	25	+	27433			
PHYSICAL EDUCATION	+	+	+	+				+	1	+	25500			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				+	5	+	25457			
HUMANITIES														
HUMANITIES - OTHER	+	1	+	23000				+	6	+	28118			
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				1	8	22000	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	1	+	36240				+	2	+	38120			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	43167				1	11	60000	42804	*	*	*
AGRICULTURAL	+	1	+	45000				+	3	+	45000			
BIOENGINEERING & BIOMEDIC	+	1	+	36000				+	2	+	38000			
CHEMICAL	1	4	38000	42500	*	*	*	3	21	36653	41558	*	*	*
CIVIL	2	16	41600	33991	*	*	*	3	54	37400	34482	*	*	*
COMPUTER	+	10	+	40198				1	30	22300	39334	*	*	*
ELECTRICAL/ELECTRONIC	5	60	45000	42275	*	*	*	9	197	42300	41148	*	*	*
INDUSTRIAL	+	5	+	39249				+	33	+	40277			
MECHANICAL	+	44	+	41275				3	146	35221	40845	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

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(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	3	+	$43333			
PETROLEUM	+	6	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	2	+	31500				3	7	$27720	29552	*	*	*
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				2	2	27500	27500	*	*	*
CHEMISTRY	+	+	+	+				1	13	27000	35310	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	36	$33500	38183	*	*	*	3	86	33500	37948	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	34000				+	8	+	35250			
MATHEMATICS (INCL ACTUARI	+	1	+	42000				+	9	+	35822			
PHYSICS	+	+	+	+				1	2	40000	42000	*	*	*
POLYMER	+	1	+	37000				+	1	+	37000			
TOTALS	28	294						104	1087					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	4	43	$43000	$47297	*	*	*
MBA--TECH	1	16	50000	55875	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	9	83	51000	53687	*	*	*
MBA--TECH	3	36	51328	56152	*	*	*
OVER 4 YEARS							
MBA--NON-TECH	9	62	49933	56358	*	*	*
MBA--TECH	+	20	+	59505			
TOTALS	26	260					

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	8	125	$44750	$46479	*	*	*
MBA--TECH	2	32	39250	53003	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	14	189	50793	52896	*	*	*
MBA--TECH	16	101	48574	56100	*	*	*
OVER 4 YEARS							
MBA--NON-TECH	11	185	49248	52632	*	*	*
MBA--TECH	3	59	72666	58867	*	*	*
TOTALS	54	691					

[1] Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$45000				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	9	+	54524				+	14	+	53481			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	1	$23000	23000	*	*	*	1	1	$23000	23000	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	34350				+	2	+	34350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	57000				+	35	+	54650			
CIVIL	+	1	+	65000				+	3	+	54167			
COMPUTER	+	5	+	56533				+	5	+	56533			
ELECTRICAL/ELECTRONIC	+	16	+	59326				3	40	41973	56591	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	3	6	57167	54736	*	*	*	5	27	55698	51654	*	*	*
METALLURGICAL	+	5	+	52296				+	13	+	52674			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	1	25000	25000	*	*	*
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	2	+	40500				+	23	+	52465			
GEOLOGICAL (INCL GEOPHYS)	+	3	+	36833				+	4	+	42763			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				+	7	+	51971			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	4	55						10	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28274 158 33000/26400			25775 4				26633 2	27000 2
BUSINESS ADMINISTRATION				36000 1	30000 1	30500 1	18750 2	28750 6	
ECONOMICS & FINANCE	25250 2			26773 11	29083 12			31625 4	31000 2
MANAGEMENT INFO SYSTEMS	32700 3					30690 13	23667 3	30400 30 33000/27500	
MARKETING/MARKETING MANAG	27996 1			26500 3			23533 6	28333 3	
ADVERTISING		25060 5					21600 1		
COMMUNICATIONS						24002 1			
JOURNALISM		32000 1						18000 1	
TELECOMMUNICATIONS/BROADC		11500 1				33000 1			
LETTERS (incl. English)				25000 1					
VISUAL & PERFORMING ARTS		15240 2							
AEROSPACE & AERONAUTICAL						30000 1		32000 1	
AGRICULTURAL ENGINEERING									35000 1
ARCHITECTURAL ENGINEERING			23000 1						
CHEMICAL ENGINEERING								34750 2	36066 7
CIVIL ENGINEERING								26500 1	27285 4
ELECTRICAL/ELECTRONIC						33650 4	34500 1	32167 3	34504 17
MECHANICAL ENGINEERING	34000 2						34500 1	32722 9	36806 17
PETROLEUM ENGINEERING								24000 1	38100 4
ENGINEERING TECHNOLOGY									28943 3
OTHER AGRICULTURAL SCIENC									18500 1
COMPUTER SCIENCE	30000 1	32000 1				31750 6	33414 10	30625 4	
INFORMATION SCIENCES	32667 3			20500 2		31003 2	29700 1	31500 2	

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
CHEMISTRY									27000 1
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21000 1	28000 2		23955 3		21000 3			
BUSINESS ADMINISTRATION			22100 2	22988 8		23500 11			
ECONOMICS & FINANCE	23863 16		22700 2	17000 1		21600 5			
HOTEL/RESTAURANT MGMT.			19914 5						
HUMAN RESOURCES (incl. LA						23500 1			
MANAGEMENT INFO SYSTEMS					28500 1				
MARKETING/MARKETING MANAG	32500 2	20000 1	21600 1	28400 3		21440 19	23000 1		23712 1
COMMUNICATIONS						23500 1			
JOURNALISM						22000 1			
TEXTILES & CLOTHING						20667 3			
MERCHANDISING MANAGEMENT						20333 3			
LETTERS (incl. English)					18000 1				
CRIMINAL JUSTICE						23000 1			
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1				
SOCIOLOGY						23500 1			
SOCIAL SCIENCES-OTHER						23000 1			
INDUSTRIAL ENGINEERING				32500 1					
COMPUTER SCIENCE				27000 1					
INFORMATION SCIENCES				29000 2					
MATHEMATICS	27016 1			29800 1					

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	28300 1			20375 4		22586 1	23530 1		
BUSINESS ADMINISTRATION			20000 2	23500 1		23000 1			
ECONOMICS & FINANCE	15360 1					22000 1			
MANAGEMENT INFO SYSTEMS		24000 2		30674 3		26350 2			
MARKETING/MARKETING MANAG		23771 7	19667 3						18000 1
COMMUNICATIONS						27000 1			
ELEMENTARY EDUCATION					21066 10				
PHYSICAL EDUCATION					19641 2				
SPECIAL EDUCATION					23500 1				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
LETTERS (incl. English)			27600 1		19935 1				
HUMANITIES - OTHER						24000 1			
CRIMINAL JUSTICE							23000 1		
HISTORY						24000 1			
POLITICAL SCIENCE/GOVT						28000 1			
PSYCHOLOGY									14000 2
SOCIOLOGY								16000 1	22000 1
SOCIAL SCIENCES-OTHER					21500 1		27000 2		
AEROSPACE & AERONAUTICAL						26000 2			
AGRICULTURAL ENGINEERING							28600 1		
CHEMICAL ENGINEERING							29628 1		
CIVIL ENGINEERING			28965 2	26832 1		29530 1	26416 9		
COMPUTER ENGINEERING						28500 1			

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER – CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ELECTRICAL/ELECTRONIC		35500 2		34600 5		28159 3	30240 1		
MECHANICAL ENGINEERING		33792 2		30840 2		28452 1			
AGRIBUSINESS		14400 1							
COMPUTER SCIENCE			30750 1		33300 1				
INFORMATION SCIENCES			24000 1						
ALLIED HEALTH								26428 4	
HEALTH SCIENCES					17800 1		22500 1	19275 4	17500 1
BIOLOGICAL SCIENCES								25000 1	

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BUSINESS ADMINISTRATION				16640 1			30000 1	23000 1	
ECONOMICS & FINANCE								21000 1	
MANAGEMENT INFO SYSTEMS			25000 1					21000 1	
MARKETING/MARKETING MANAG	15000 1				25000 1		40000 1		25333 3
HUMAN ECOLOGY (HOME ECONO			20113 6						
LETTERS (incl. English)									28000 1
VISUAL & PERFORMING ARTS		15000 1							
CRIMINAL JUSTICE			26000 2						
HISTORY			24000 3						
PSYCHOLOGY			28000 1						
SOCIAL SCIENCES-OTHER			23000 1						
AEROSPACE & AERONAUTICAL					31545 11				
ARCHITECTURAL ENGINEERING								28175 8	
CHEMICAL ENGINEERING								41467 3	41125 24 43200/40500
CIVIL ENGINEERING								28640 5	36500 2
ELECTRICAL/ELECTRONIC					32319 8		34500 1		37000 3
MECHANICAL ENGINEERING					29490 4		35900 4	34867 3	36953 6
PETROLEUM ENGINEERING									45900 1
ENGINEERING TECHNOLOGY									28000 1
AGRIBUSINESS									18000 1
ANIMAL SCIENCES						18000 1			
NATURAL RESOURCES						26000 1			
OTHER AGRICULTURAL SCIENC						30000 1			

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
COMPUTER SCIENCE						30000 1			
CHEMISTRY								33192 1	

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING			22500 2		33600 1				28791 8
ECONOMICS & FINANCE					23000 1				30800 3
MANAGEMENT INFO SYSTEMS	31347 3	31340 6							32714 7
MARKETING/MARKETING MANAG	28480 2	28500 1	26900 6	29667 3					22000 1
HUMANITIES - OTHER									26000 1
HISTORY									
POLITICAL SCIENCE/GOVT		26500 1			28800 1				
PSYCHOLOGY									
CHEMICAL ENGINEERING	39250 2	40650 2	40500 1						16000 1
COMPUTER ENGINEERING	30620 2						40350 2	39500 3	39273 11
ELECTRICAL/ELECTRONIC	36654 31 44000/35000	35711 20 40000/33420							37400 1
INDUSTRIAL ENGINEERING		30000 1	32000 1				42000 1		34467 3
MECHANICAL ENGINEERING	32667 3	33246 10	38000 5						
PETROLEUM ENGINEERING								36375 4	37280 15
PHYSICAL SCIENCES			20000 1						40030 10
RURAL RESOURCES									
OTHER AGRICULTURAL SCIENC								22000 1	
COMPUTER SCIENCE	30240 1	26000 2					23000 2		
INFORMATION SCIENCES	18000 1							40000 1	34750 2
							25000 1	33500 1	

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	23000 1					24500 2	24933 3
BUSINESS ADMINISTRATION							24667 3
ECONOMICS & FINANCE						23500 1	25000 1
MANAGEMENT INFO SYSTEMS							29085 7
MARKETING/MARKETING MANAG	18000 1		18000 1		22500 1	24200 5	23625 8
COMMUNICATIONS							22500 3
JOURNALISM							18000 1
VISUAL & PERFORMING ARTS							20000 1
POLITICAL SCIENCE/GOVT			20000 1				
CIVIL ENGINEERING			25000 1				27000 1
ELECTRICAL/ELECTRONIC			36667 3				
INDUSTRIAL ENGINEERING			28000 1				
MECHANICAL ENGINEERING			36749 1			37050 4	30250 2
PETROLEUM ENGINEERING			30000 1				
ANIMAL SCIENCES			17996 2				
COMPUTER SCIENCE						20000 1	
INFORMATION SCIENCES						23500 1	
BIOLOGICAL SCIENCES						26500 3	
CHEMISTRY			30096 2				

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28317 164 33600/26400	22142 9		26905 20 36000/25000	29154 13	30405 16	22608 12	29723 46 35000/26000	29000 4
BACHELOR - TECHNICAL	32667 6	32000 1	23000 1	19667 3		32085 13	33295 13	31674 23 38000/28000	34429 55 42100/27040

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24621 19	25333 3	21077 10	23864 15	20167 3	22007 51 35000/17500	23000 1		23712 1
BACHELOR - TECHNICAL	27016 1			29460 5					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	21830 2	23822 9	21100 6	24628 8	20700 17	24810 9	25133 4	19993 3	17000 4
BACHELOR - TECHNICAL		30597 5	28170 4	32689 8	25550 2	27870 8	26824 13	23090 9	17500 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	15000 1	15000 1	22905 14	16640 1	25000 1		35000 2	21667 3	26000 4
BACHELOR - TECHNICAL					31457 23 40000/28000	26000 4	35620 5	31540 20 44000/26000	39069 38 45900/35520

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	30200 5	30380 8	25800 8	29667 3	28467 3				29320 21 36500/26000
BACHELOR - TECHNICAL	35557 40 44000/31000	34571 35 42300/29000	35313 8				32283 6	35950 10	38138 42 46000/33500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20500 2		19000 2		22500 1	24188 8	
BACHELOR - TECHNICAL			29630 11			30133 9	

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	32200 8			29333 3		38500 2		38350 4	
MBA--TECH								40000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH						25842 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			36000 1						
MBA--TECH			46200 1						

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1				
MBA--TECH					35360 1	46000 1			

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	36867 3		39000 2						44500 2
MBA--TECH									44200 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28263 158 33000/26400	25803 30 35000/20500	27000 1						
BUSINESS ADMINISTRATION				36000 1				30000 1	22400 1
ECONOMICS & FINANCE		24880 5	26000 1	27417 6	25000 2	31000 3		24000 2	26783 26 38000/18000
MARKETING/MARKETING MANAG									29875 4
LETTERS (incl. English)									25000 1
HUMANITIES - OTHER		26000 1							
INFORMATION SCIENCES			20500 2						
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		21132 1							
BUSINESS ADMINISTRATION		19500 1	22833 3						
ECONOMICS & FINANCE	23267 3								
MARKETING/MARKETING MANAG								18000 1	
COMMUNICATIONS				15000 1					
JOURNALISM					32000 1			22000 1	18000 1
TELECOMMUNICATIONS/BROADC									11500 1
VISUAL & PERFORMING ARTS				17667 3				12480 1	
SOCIAL SCIENCES-OTHER								21500 1	
INDUSTRIAL ENGINEERING		32500 1							

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING									22586 1
BUSINESS ADMINISTRATION		23500 2	24750 2				23429 7		
ECONOMICS & FINANCE			17000 1				25000 1		22000 1
MANAGEMENT INFO SYSTEMS		26599 6			31000 1				
MARKETING/MARKETING MANAG		28179 6	18465 4	19500 1	24085 13		24196 24 32000/18000		
ADVERTISING	25060 5						21600 1		
COMMUNICATIONS		27500 1			24002 1		25000 1		
MERCHANDISING MANAGEMENT		23500 2	14000 1						
LETTERS (incl. English)							27800 2		
CRIMINAL JUSTICE			23000 1						
POLITICAL SCIENCE/GOVT		20000 1					26500 1		
SOCIAL SCIENCES-OTHER							23000 1		
CHEMICAL ENGINEERING							40500 1		
PETROLEUM ENGINEERING					30000 1				
AGRIBUSINESS		14400 1					18000 1		

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			23000 1						
MANAGEMENT INFO SYSTEMS			30000 1						
COMMUNICATIONS			27000 1						
HUMANITIES - OTHER			24000 1						
CRIMINAL JUSTICE		23000 1			26000 2				
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT			28000 1						
SOCIAL SCIENCES-OTHER		27000 2							
AEROSPACE & AERONAUTICAL							31441 9		
AGRICULTURAL ENGINEERING								28600 1	
ARCHITECTURAL ENGINEERING							27600 9		
CHEMICAL ENGINEERING							37775 4	38767 3	39890 2
CIVIL ENGINEERING							27879 22 36000/26000		37000 1
ELECTRICAL/ELECTRONIC							34571 11		40200 2
INDUSTRIAL ENGINEERING									29000 2
MECHANICAL ENGINEERING							33661 19	33375 2	35985 20 41000/30000
PETROLEUM ENGINEERING							35933 3	43200 1	
ENGINEERING TECHNOLOGY							28000 1		24814 2
OTHER AGRICULTURAL SCIENC								18500 1	
BIOLOGICAL SCIENCES						33000 1			

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS									37000 1
AEROSPACE & AERONAUTICAL	30000 2		29530 1			32500 1			28000 2
CHEMICAL ENGINEERING			40000 1		39900 3		40111 38 44000/37500	42100 1	36160 5
CIVIL ENGINEERING								25000 1	27020 2
COMPUTER ENGINEERING			36240 1						28500 1
ELECTRICAL/ELECTRONIC	32334 13	34780 8	36035 8	36556 31 44000/35000	35020 3	35540 3	31500 2	34330 12	34536 11
INDUSTRIAL ENGINEERING							32000 1		
MECHANICAL ENGINEERING	33600 7	31680 1		34333 3	36115 4	30000 1	37043 9	34528 8	36461 19
PETROLEUM ENGINEERING							42000 1	33000 1	39660 10
ENGINEERING TECHNOLOGY								37200 1	
CHEMISTRY							30096 4		

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO									20624 3
PSYCHOLOGY									10000 1
SOCIOLOGY									22000 1
ALLIED HEALTH			26428 4						
HEALTH SCIENCES	16800 2			20500 2					21250 2
BIOLOGICAL SCIENCES									25000 1

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30500 1				
ECONOMICS & FINANCE								17000 1	
MANAGEMENT INFO SYSTEMS					29333 34 35000/25000	29636 5	30219 8		
MARKETING/MARKETING MANAG	15000 1								
TELECOMMUNICATIONS/BROADC						33000 1			
HUMAN ECOLOGY (HOME ECONO	18000 1			20292 3					
HISTORY				24000 3					
PSYCHOLOGY		23000 2							
SOCIOLOGY				16000 1					
SOCIAL SCIENCES-OTHER	23000 1								
AGRICULTURAL ENGINEERING									35000 1
COMPUTER ENGINEERING					25000 1		37400 1		
ANIMAL SCIENCES									17997 3
NATURAL RESOURCES									24000 2
OTHER AGRICULTURAL SCIENC									25333 3
COMPUTER SCIENCE					30809 16	37000 4	33165 6		
INFORMATION SCIENCES					28356 9				
MATHEMATICS								27016 1	

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		27500 2		22633 6					
BUSINESS ADMINISTRATION		29300 5	24750 2	22456 15					
ECONOMICS & FINANCE		31000 4		22488 8					
HOTEL/RESTAURANT MGMT.			18300 1	20318 4					
HUMAN RESOURCES (incl. LA				23500 1					
MANAGEMENT INFO SYSTEMS		31340 25 33000/30000		33600 1					
MARKETING/MARKETING MANAG		28333 3		23720 30 40000/18000					
COMMUNICATIONS				23500 1					
JOURNALISM				18000 1					
ELEMENTARY EDUCATION									21066 10
PHYSICAL EDUCATION									19641 2
SPECIAL EDUCATION									23500 1
HUMAN ECOLOGY (HOME ECONO			20900 2						19125 1
TEXTILES & CLOTHING				20667 3					
LETTERS (incl. English)						18000 1			19935 1
HISTORY				28800 1					
POLITICAL SCIENCE/GOVT				24000 1					
PSYCHOLOGY			16000 1			14000 1			
SOCIOLOGY				23500 1					
CIVIL ENGINEERING		26500 1							
ELECTRICAL/ELECTRONIC				36750 2					
MECHANICAL ENGINEERING		33100 2							
ANIMAL SCIENCES				20000 1					

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
COMPUTER SCIENCE		30400 5		25000 2					
INFORMATION SCIENCES		32750 4		24250 2					
HEALTH SCIENCES									17800 1
BIOLOGICAL SCIENCES				23250 2					
MATHEMATICS					29800 1				

AVERAGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28263 158 33000/26400	25680 36 35000/20500	26500 2	28643 7	25000 2	31000 3		26000 3	26977 32 38000/21000
BACHELOR - TECHNICAL			20500 2	18000 1					

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23267 3	20316 2	22833 3	17000 4	32000 1			18495 4	14750 2
BACHELOR - TECHNICAL		32500 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	25060 5	26120 18	19707 9	19500 1	24540 15		24247 38 35000/18000		22293 2
BACHELOR - TECHNICAL		14400 1			30000 1		29250 2		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		25667 3	26000 6		26000 2				
BACHELOR - TECHNICAL						33000 1	31429 78 43000/26000	34169 8	35328 29 42000/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	32525 22 38000/29796	34436 9	35823 11	36360 34 44000/35000	36922 10	33824 5	38454 55 44000/32500	34395 24 42100/30500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	16800 2		26428 4	20500 2					

AGE SALARY OFFERS MAY 1993 SWPA REGIONAL CUMULATIVE REPORT
ECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

IRRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
CHELOR - NON TECHNICAL	18667 3	23000 2		21268 7	29367 35 35000/25000	30197 6	30219 8	17000 1	
CHELOR - TECHNICAL					29736 26 36500/25000	37000 4	33770 7	27016 1	23666 9

IRRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
CHELOR - NON TECHNICAL		30615 39 35000/27500	20933 6	23045 73 40000/18000		16000 2			20833 15
CHELOR - TECHNICAL		31308 12		26500 9	29800 1				17800 1

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler
University of Tulsa

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period May 6, 1993, through June 10, 1993) and cumulatively (September 1, 1992, and June 10, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	25	651	$26620	$27653	$30000	$27500	$23000	224	2557	$27530	$27775	$31000	$28000	$23000
BUSINESS ADMINISTRATION	25	369	23805	24290	27830	23500	20000	67	903	24155	24456	30000	23500	18500
DISTRIBUTION MANAGEMENT	+	15	+	24000				+	38	+	25861			
ECONOMICS & FINANCE	23	446	26526	27155	30000	27000	20000	87	1016	26058	26979	32000	26000	20000
HOTEL/RESTAURANT MGMT.	+	47	+	19586				5	86	19914	20561	*	*	*
HUMAN RESOURCES (incl. LA	1	23	22500	21696	*	*	*	2	52	23000	22895	*	*	*
MANAGEMENT INFO SYSTEMS	24	68	30163	30149	33240	30000	26000	106	298	30055	29465	33000	31000	26000
MARKETING/MARKETING MANAG	24	377	24392	24851	30000	24500	20000	111	956	24241	24638	30000	23750	18000
REAL ESTATE	+	1	+	18000				+	13	+	26968			
COMMUNICATIONS														
ADVERTISING	+	12	+	19333				6	33	24483	21800	*	*	*
COMMUNICATIONS	+	54	+	22006				6	169	23667	21821	*	*	*
JOURNALISM	3	35	19167	20555	*	*	*	7	76	21071	19893	*	*	*
TELECOMMUNICATIONS/BROADC	+	13	+	23423				2	34	22250	23116	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	2	37	21300	22855	*	*	*	12	233	21105	20112	*	*	*
PRE-ELEMENTARY EDUCATION	+	14	+	17247				+	30	+	16444			
PHYSICAL EDUCATION	1	2	21363	17182	*	*	*	3	17	20215	21330	*	*	*
SPECIAL EDUCATION	+	10	+	22892				1	51	23500	21311	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	4	21	17945	20604	*	*	*	14	46	19532	20542	*	*	*
TEXTILES & CLOTHING	+	14	+	21031				3	40	20667	22163	*	*	*
MERCHANDISING MANAGEMENT	2	7	23950	21914	*	*	*	5	15	21780	21360	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	15	+	24680				+	26	+	23568			
LETTERS (incl. English)	+	45	+	21250				5	110	23707	21096	*	*	*
VISUAL & PERFORMING ARTS	+	16	+	22625				4	52	16370	20667	*	*	*
HUMANITIES - OTHER	+	26	+	25250				2	71	25000	24783	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	21864				4	34	24500	21645	*	*	*
HISTORY	+	24	+	22094				5	62	24960	22970	*	*	*
POLITICAL SCIENCE/GOVT	+	58	+	24933				4	125	24625	24663	*	*	*
PSYCHOLOGY	1	51	12000	20860	*	*	*	6	147	16333	20503	*	*	*
SOCIOLOGY	1	17	15500	22988	*	*	*	4	44	19250	21436	*	*	*
SOCIAL SCIENCES-OTHER	+	57	+	20779				5	136	24300	22380	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	9	26	30181	31303	*	*	*	24	81	30526	31641	34500	29765	26000
AGRICULTURAL ENGINEERING	+	5	+	30206				2	14	31800	31081	*	*	*
ARCHITECTURAL ENGINEERING	5	11	27744	29792	*	*	*	14	29	27651	28535	*	*	*
BIOENGINEERING & BIOMEDIC	+	9	+	31411				+	13	+	29642			
CHEMICAL ENGINEERING	44	162	40805	39722	43000	41000	38500	102	608	40097	39747	42500	40800	36000
CIVIL ENGINEERING	23	190	30097	29134	33240	29000	27000	50	514	28962	29234	33240	27998	26000
COMPUTER ENGINEERING	1	79	28000	31832	*	*	*	5	337	31028	33743	*	*	*
ELECTRICAL/ELECTRONIC	30	289	34860	33985	39600	35750	28000	136	1008	35049	34228	39000	35540	29796

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	4	+	$28448				+	6	+	$31569			
INDUSTRIAL ENGINEERING	5	126	$28746	32564	*	*	*	9	381	$29581	32868	*	*	*
MECHANICAL ENGINEERING	51	339	34339	34372	$39500	$35000	$28850	146	1201	34864	34535	$39500	$35200	$30000
METALLURGICAL ENGINEERING	+	18	+	34786				+	87	+	34004			
MINING (INCL GEOLOGICAL)	+	16	+	30450				+	38	+	31813			
NUCLEAR ENGINEERING	+	4	+	34453				+	13	+	34650			
PETROLEUM ENGINEERING	4	10	39150	36780	*	*	*	21	39	38533	38610	43200	40800	33000
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	16	51	30065	27365	*	*	*	20	120	29794	28260	36000	29821	23000
INDUSTRIAL TECHNOLOGY	+	9	+	29757				+	12	+	29593			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	2	17	24450	21626	*	*	*	4	37	20325	22471	*	*	*
ANIMAL SCIENCES	1	1	18778	18778	*	*	*	5	24	18554	20745	*	*	*
PLANT SCIENCES	+	+	+	+				+	3	+	25000			
NATURAL RESOURCES	+	4	+	15960				2	19	24000	20863	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	25890				4	20	23625	25708	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	123	31000	30739	*	*	*	40	590	31473	31195	36500	32000	25000
COMPUTER PROGRAMMING	+	14	+	32893				+	36	+	30379			
INFORMATION SCIENCES	6	37	28334	29848	*	*	*	23	132	28074	29440	33000	29000	23500
SYSTEMS ANALYSIS	+	2	+	31360				+	4	+	32465			
HEALTH SCIENCES														
ALLIED HEALTH	1	19	19760	26357	*	*	*	5	36	25094	26602	*	*	*
HEALTH SCIENCES	+	11	+	25400				7	30	19271	22856	*	*	*
NURSING	+	94	+	31881				+	133	+	31876			
PHARMACY	+	15	+	41065				+	77	+	42796			
SCIENCES														
ACTUARIAL	+	14	+	32398				+	24	+	33212			
ARCHITECTURAL & ENVIRONME	1	12	19000	21935	*	*	*	1	36	12000	23668	*	*	*
BIOLOGICAL SCIENCES	+	20	+	22832				4	59	26125	22101	*	*	*
CHEMISTRY	1	16	29000	27728	*	*	*	5	47	29877	29637	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	28933				+	8	+	27970			
MATHEMATICS	+	32	+	26778				3	90	24939	26100	*	*	*
PHYSICS	+	3	+	24333				+	10	+	22728			
OTHER PHYSICAL & EARTH SC	+	4	+	21799				+	15	+	22179			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	343	4336						1332	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	454	$27612	$28281	*	*	*	175	1941	$28200	$28350	$31500	$28000	$26400
ACCOUNTING (PRIVATE)	8	173	24918	25760	*	*	*	44	584	25542	26051	30300	25000	20500
COMMERCIAL BANKING (CONSU	+	37	+	23722				4	117	23500	23825	*	*	*
COMMERCIAL BANKING (LENDI	3	83	29333	26583	*	*	*	11	182	27864	26089	*	*	*
INVESTMENT BANKING (CORP	+	18	+	29361				2	42	25000	29679	*	*	*
INVESTMENT BANKING (MERG	+	1	+	29000				3	10	31000	32200	*	*	*
INVESTMENT BANKING (REAL	+	4	+	24510				+	12	+	22412			
INVESTMENT BANKING (SALE	8	24	27500	28981	*	*	*	11	37	27091	29636	*	*	*
FINANCIAL/TREASURY ANALYS	9	123	29722	27961	*	*	*	41	323	27580	28199	32500	28000	22000
PORTFOLIO MANAGEMENT / BR	+	24	+	24199				3	53	23267	23982	*	*	*
UNDERWRITING	3	41	25333	25960	*	*	*	6	92	24855	24922	*	*	*
INSURANCE - CLAIMS	+	38	+	22293				3	80	22833	22842	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	10	+	22000				4	40	17000	20831	*	*	*
MEDIA PLANNING	+	10	+	20750				1	22	32000	21309	*	*	*
REPORTING	1	12	19000	19125	*	*	*	1	25	19000	18034	*	*	*
COMMUNICATIONS-PRODUCTION	3	15	22500	20333	*	*	*	3	33	22500	21740	*	*	*
PUBLIC RELATIONS	+	15	+	21169				4	53	18495	21376	*	*	*
WRITING / EDITING	1	13	15000	22915	*	*	*	3	32	14833	22039	*	*	*
MARKETING														
ADVERTISING	+	15	+	21853				5	37	25060	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	+	36	+	25839				19	103	25503	25524	*	*	*
BUYER/MERCHANDISING	2	87	27350	24644	*	*	*	11	239	21096	24541	*	*	*
DISTRIBUTION	+	29	+	26396				1	56	19500	27124	*	*	*
MARKET RESEARCH	+	26	+	27302				16	61	24881	25178	*	*	*
PURCHASING	1	7	33000	26091	*	*	*	1	13	33000	24387	*	*	*
SALES	11	365	23155	25893	*	*	*	51	889	24208	25637	29000	25000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	9	28660	23742	*	*	*	1	45	28660	21854	*	*	*
GOV'T-FINANCE, TAXATION,	1	22	27830	27491	*	*	*	3	79	24139	24914	*	*	*
ECONOMIC PROGRAMS	+	4	+	21625				+	12	+	21197			
LAW ENFORCEMENT	+	15	+	24230				3	35	25667	24183	*	*	*
MILITARY	+	15	+	26413				6	53	26000	24924	*	*	*
NATIONAL SECURITY	+	1	+	18000				+	5	+	29760			
URBAN / REGIONAL PLANNING	+	4	+	31905				2	18	26000	26609	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				1	5	33000	30800	*	*	*
DESIGN / CONSTRUCT	41	188	31344	30348	$37800	$31200	$25000	119	642	31400	30859	39500	30540	25200
ENVIRONMENTAL/SANITATION	9	50	33618	31124	*	*	*	17	112	33877	31339	*	*	*
MANUFACTURING/INDUSTRIAL	22	145	35647	34451	40000	36000	33000	51	594	35466	34807	41000	37000	28000
SYSTEMS / PROGRAMMING	8	57	33988	32203	*	*	*	30	167	32915	32803	36000	33500	29796
POWER SYSTEMS	3	39	27169	34036	*	*	*	12	130	32619	34206	*	*	*
SOFTWARE DESIGN & DEVELOP	1	48	46800	34857	*	*	*	12	219	36738	34053	*	*	*
HARDWARE DESIGN & DEVELOP	13	31	35952	35341	*	*	*	47	194	36247	35712	38400	36100	34000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	47	$38500	$33912	*	*	*	12	142	$37185	$34895	*	*	*
TESTING	8	22	31544	33139	*	*	*	13	81	32421	33087	*	*	*
PROCESS ENGINEERING	42	107	40351	38976	$42500	$40800	$36000	97	418	39276	39203	$42500	$40600	$33600
PROJECT ENGINEERING	13	130	35227	33326	*	*	*	37	411	34687	34608	39000	35000	30000
OTHER ENGINEERING	26	319	30151	33493	34000	29575	25980	77	1042	33890	33857	40800	34000	26400
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	6	12000	19740	*	*	*	3	27	15200	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	1	7	19760	21680	*	*	*	5	20	25094	24871	*	*	*
NURSES / PERSONAL CARE	+	95	+	31651				2	138	20500	31592	*	*	*
OCCUPATIONAL THERAPY	+	5	+	28165				+	11	+	27595			
PHARMACIST	+	16	+	40624				+	78	+	42684			
PHYSICAL THERAPY	+	8	+	25485				+	13	+	24375			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	27	+	23030				8	70	20172	21606	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	3	19	17927	20173	*	*	*	6	49	18297	19797	*	*	*
COUNSELING	+	31	+	18852				2	69	23000	19540	*	*	*
FUNDRAISING / DEVELOPMENT	+	7	+	14686				+	12	+	15046			
SOCIAL WORK	1	16	18000	17950	*	*	*	8	43	20860	19035	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	13	111	28077	28884	*	*	*	74	443	29270	29229	33000	30015	24000
INFORMATION SYSTEMS	3	85	28167	30926	*	*	*	13	302	31822	30361	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	76	31000	30137	*	*	*	19	245	31692	31054	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	19	+	31714				2	34	22008	31156	*	*	*
AGRICULTUR/NATURAL RESOU	3	14	22559	18088	*	*	*	12	57	23389	20810	*	*	*
ARCHITECTURE	1	6	19000	19917	*	*	*	1	18	19000	21427	*	*	*
CONSULTING	19	242	30237	30491	*	*	*	70	618	30631	30983	33000	31000	27500
HUMAN RESOURCES	+	22	+	25564				6	69	20933	23822	*	*	*
MANAGEMENT TRAINEE	34	488	22641	22937	25000	23450	20000	116	1113	23195	23386	28300	23500	18000
MATH/STATISTICIANS	+	5	+	23000				1	12	29800	25167	*	*	*
PARALEGAL	+	9	+	22222				2	20	16000	21280	*	*	*
RESEARCH - NONTECHNICAL	+	8	+	17813				+	15	+	22148			
RESEARCH - TECHNICAL	+	17	+	25365				+	38	+	27287			
TEACHING	3	84	21321	21394	*	*	*	19	438	20751	20363	*	*	*
TOTALS	343	4336						1332	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	32	$32500	$29603	*	*	*	27	100	$31926	$30488	$36000	$32500	$27500
MBA--NON-TECH	12	188	38717	36808	*	*	*	40	410	35797	36657	46000	33250	28000
MBA--TECH	3	28	39667	39113	*	*	*	9	69	41662	42051	*	*	*
MS-BUSINESS	+	+	+	+				+	7	+	33643			
ECONOMICS & FINANCE (BANK	2	8	27000	32813	*	*	*	4	23	25500	34868	*	*	*
HUMAN RESOURCES (INCL LAB	1	2	18000	27000	*	*	*	3	15	22667	30493	*	*	*
MANAGEMENT INFORMATION SY	1	4	38000	35500	*	*	*	10	17	35280	36871	*	*	*
MARKETING/MKTNG MGT (RESE	2	5	27500	32260	*	*	*	2	12	27500	38275	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				1	1	31000	31000	*	*	*
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	24000				+	3	+	23667			
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	34324				+	18	+	28773			
ELEMENTARY EDUCATION	+	2	+	30500				+	27	+	27660			
PHYSICAL EDUCATION	+	1	+	14500				+	2	+	20000			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	2	+	30400				+	7	+	26869			
HUMANITIES														
HUMANITIES - OTHER	+	2	+	30500				+	8	+	28714			
SOCIAL SCIENCES														
PSYCHOLOGY	1	2	40000	34000	*	*	*	2	10	31000	33530	*	*	*
SOCIAL SCIENCES - OTHER	+	6	+	25128				+	8	+	28376			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	39200				1	12	60000	42504	*	*	*
AGRICULTURAL	+	2	+	38000				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	38000			
CHEMICAL	1	8	58000	39713	*	*	*	4	29	41990	41049	*	*	*
CIVIL	6	19	33215	33007	*	*	*	9	73	34610	34098	*	*	*
COMPUTER	+	6	+	40440				1	36	22300	39518	*	*	*
ELECTRICAL/ELECTRONIC	1	38	36988	40521	*	*	*	10	235	41769	41046	*	*	*
INDUSTRIAL	+	11	+	36359				+	44	+	39298			
MECHANICAL	11	29	39245	39514	*	*	*	14	175	38383	40624	*	*	*
METALLURGICAL	+	2	+	35750				+	4	+	36875			

continued

SWPA REGIONAL Report No. 5 JULY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	$38000				+	3	+	38000			
HEALTH SCIENCES	5	6	$30124	31770	*	*	*	8	13	$29223	30576	*	*	*
NURSING	+	2	+	55000				+	5	+	39634			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	2	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				2	2	27500	27500	*	*	*
CHEMISTRY	1	3	33000	30833	*	*	*	2	16	30000	34471	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	8	+	37625				3	94	33500	37920	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	43000				+	10	+	36800			
MATHEMATICS (INCL ACTUARI	+	8	+	31550				+	17	+	33811			
PHYSICS	+	1	+	15000				1	3	40000	33000	*	*	*
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	49	436						153	1523					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	8	65	$48250	$44037	*	*	*	16	190	$46500	$45644	*	*	*
MBA--TECH	1	21	48000	53867	*	*	*	3	53	42167	53345	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	12	133	51708	47254	*	*	*	26	322	51215	50566	$60000	$51500	$42000
MBA--TECH	5	42	52440	56916	*	*	*	21	143	49494	56339	53000	48000	47000
OVER 4 YEARS														
MBA--NON-TECH	7	113	48686	51802	*	*	*	18	298	49029	52317	*	*	*
MBA--TECH	7	71	52093	56572	*	*	*	10	130	58265	57614	*	*	*
TOTALS	40	445						94	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	4	+	$62500				+	18	+	55486			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	7	+	53286				+	14	+	50929			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				1	1	$23000	23000	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	37000				+	4	+	35675			
SOCIOLOGY	+	3	+	31288				+	3	+	31288			
SOCIAL SCIENCES	+	1	+	40000				+	2	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	12	+	55408				+	47	+	54843			
CIVIL	+	1	+	50000				+	4	+	53125			
COMPUTER	+	5	+	60720				+	10	+	58627			
ELECTRICAL/ELECTRONIC	+	6	+	56291				3	46	41973	56552	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				5	27	55698	51654	*	*	*
METALLURGICAL	+	2	+	35000				+	15	+	50317			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	34600				1	6	25000	33000	*	*	*
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	8	+	48200				+	31	+	51365			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	1	+	70000				+	1	+	70000			
PHYSICS	+	+	+	+				+	7	+	51971			
POLYMER	+	3	+	56180				+	3	+	56180			
TOTALS	+	60						10	246					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28210 175 33000/26400			25220 5	30000 1			26633 2	28000 3
BUSINESS ADMINISTRATION	22500 3			36000 1	30000 1	30500 1	18750 2	29100 10	
ECONOMICS & FINANCE	25250 2			27333 18	29154 13		20000 2	31083 6	31000 2
MANAGEMENT INFO SYSTEMS	31025 4				30000 1	30351 17	25917 6	30963 40 38000/27500	
MARKETING/MARKETING MANAG	29998 2			26500 3	30000 3		23467 9	28100 5	
ADVERTISING		25060 5					21600 1		
COMMUNICATIONS						24002 1			
JOURNALISM		32000 1				19000 1		18000 1	
TELECOMMUNICATIONS/BROADC		11500 1				33000 1			
LETTERS (incl. English)				25000 1					
VISUAL & PERFORMING ARTS		15240 2							
AEROSPACE & AERONAUTICAL						30000 1		32000 1	
AGRICULTURAL ENGINEERING									35000 1
ARCHITECTURAL ENGINEERING			23000 1					27600 1	
CHEMICAL ENGINEERING								36875 4	36066 7
CIVIL ENGINEERING								30750 2	28831 11
ELECTRICAL/ELECTRONIC						33650 4	34500 1	32167 3	34504 17
INDUSTRIAL ENGINEERING									34750 2
MECHANICAL ENGINEERING	34000 2						34500 1	32715 13	35171 21 41496/31200
PETROLEUM ENGINEERING								24000 1	38100 4
ENGINEERING TECHNOLOGY									28457 4
OTHER AGRICULTURAL SCIENC									18500 1
COMPUTER SCIENCE	30000 1	32000 1				32188 8	32095 12	32500 5	

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT		ADVERTISING	ARCHITECTURAL	BANKING (COMME		BANKING (INVES	COMMUNICATION		COMPUTER SOFTW		CONSULTING SER		ENGINEERING /	
INFORMATION SCIENCES	32667	3			20500	2		31004	3	29700	1	27667	3		
CHEMISTRY														27000	1
MATHEMATICS					18000	1									

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21000 1	28000 2		24216 4		21000 3			
BUSINESS ADMINISTRATION	24000 1		22100 2	22988 8		23318 22 35000/20000			
ECONOMICS & FINANCE	23820 20 29000/18000		22700 2	23800 5		21600 5			
HOTEL/RESTAURANT MGMT.			19914 5						
HUMAN RESOURCES (incl. LA						23000 2			
MANAGEMENT INFO SYSTEMS					28500 1				
MARKETING/MARKETING MANAG	32500 2	20000 1	21600 1	28400 3		21376 27 28500/18000	23000 1		23712 1
COMMUNICATIONS						23500 1			
JOURNALISM						22750 2			15000 1
TEXTILES & CLOTHING						20667 3			
MERCHANDISING MANAGEMENT						21780 5			
LETTERS (incl. English)					18000 1				
CRIMINAL JUSTICE						23000 1			
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1				
SOCIOLOGY						23500 1			
SOCIAL SCIENCES-OTHER						23000 1			
INDUSTRIAL ENGINEERING				32500 1					
ENGINEERING TECHNOLOGY								33167 3	
COMPUTER SCIENCE				27000 1		25000 1			
INFORMATION SCIENCES				29000 2					
MATHEMATICS	27016 1			29800 1					

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	28300 1			20375 4		22586 1	23530 1		
BUSINESS ADMINISTRATION			20275 4	23500 1		25415 2			
ECONOMICS & FINANCE	26453 3			22000 1		22000 1			
MANAGEMENT INFO SYSTEMS		24000 2		31005 4		26350 2	28660 1		
MARKETING/MARKETING MANAG		23771 7	21333 6						18000 1
COMMUNICATIONS						27000 1	-		
ELEMENTARY EDUCATION					21105 12				
PHYSICAL EDUCATION					20215 3				
SPECIAL EDUCATION					23500 1				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
LETTERS (incl. English)			27600 1		19935 1				
HUMANITIES - OTHER						24000 1			
CRIMINAL JUSTICE							23000 1		
HISTORY						24000 1			
POLITICAL SCIENCE/GOVT						28000 1			
PSYCHOLOGY								12000 1	14000 2
SOCIOLOGY								16000 1	22000 1
SOCIAL SCIENCES-OTHER					21500 1		27000 2		
AEROSPACE & AERONAUTICAL						25495 4	30000 1		
AGRICULTURAL ENGINEERING							28600 1		
CHEMICAL ENGINEERING			38400 1				30814 2		
CIVIL ENGINEERING			28965 2	26832 1		29530 1	26234 10		
COMPUTER ENGINEERING						28500 1			

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	28300 1			20375 4		22586 1	23530 1		
BUSINESS ADMINISTRATION			20275 4	23500 1		25415 2			
ECONOMICS & FINANCE	26453 3			22000 1		22000 1			
MANAGEMENT INFO SYSTEMS		24000 2		31005 4		26350 2	28660 1		
MARKETING/MARKETING MANAG		23771 7	21333 6						18000 1
COMMUNICATIONS						27000 1			
ELEMENTARY EDUCATION					21105 12				
PHYSICAL EDUCATION					20215 3				
SPECIAL EDUCATION					23500 1				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
LETTERS (incl. English)			27600 1		19935 1				
HUMANITIES - OTHER						24000 1			
CRIMINAL JUSTICE							23000 1		
HISTORY						24000 1			
POLITICAL SCIENCE/GOVT						28000 1			
PSYCHOLOGY								12000 1	14000 2
SOCIOLOGY								16000 1	22000 1
SOCIAL SCIENCES-OTHER					21500 1		27000 2		
AEROSPACE & AERONAUTICAL						25495 4	30000 1		
AGRICULTURAL ENGINEERING							28600 1		
CHEMICAL ENGINEERING			38400 1				30814 2		
CIVIL ENGINEERING			28965 2	26832 1		29530 1	26234 10		
COMPUTER ENGINEERING						28500 1			

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ELECTRICAL/ELECTRONIC		35500 2		34600 5		28159 3	30240 1		
MECHANICAL ENGINEERING		33792 2	30000 1	32693 3		28226 2			
AGRIBUSINESS		14400 1				18900 1			
ANIMAL SCIENCES						18778 1			
COMPUTER SCIENCE			30750 1		33300 1				
INFORMATION SCIENCES			30000 2					28000 1	
ALLIED HEALTH								26428 4	19760 1
HEALTH SCIENCES					17800 1		22500 1	19275 4	17500 1
BIOLOGICAL SCIENCES								25000 1	

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BUSINESS ADMINISTRATION				16640 1			30000 1	21500 2	
ECONOMICS & FINANCE								21000 1	
MANAGEMENT INFO SYSTEMS			25000 1					21000 1	
MARKETING/MARKETING MANAG	15000 1				25000 1		40000 1		25333 3
HUMAN ECOLOGY (HOME ECONO	17650 1		19541 8	18480 1					
LETTERS (incl. English)									28000 1
VISUAL & PERFORMING ARTS		15000 1							
CRIMINAL JUSTICE			26000 2						
HISTORY			24000 3						
PSYCHOLOGY			28000 1						
SOCIOLOGY								15500 1	
SOCIAL SCIENCES-OTHER			23000 1						
AEROSPACE & AERONAUTICAL					31685 17				
ARCHITECTURAL ENGINEERING								28043 12	
CHEMICAL ENGINEERING								41467 3	40958 53 43500/39600
CIVIL ENGINEERING								28896 15	36500 2
ELECTRICAL/ELECTRONIC					32319 8		34500 1	34300 2	37700 5
MECHANICAL ENGINEERING					30827 6		35617 6	35025 4	37490 8
PETROLEUM ENGINEERING									45900 1
ENGINEERING TECHNOLOGY							32098 5	20400 1	28000 1
AGRIBUSINESS						30000 1			18000 1
ANIMAL SCIENCES						18000 1			
NATURAL RESOURCES						26000 1			

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE						30000 1			
ARCHITECTURAL & ENVIRONME								19000 1	
CHEMISTRY								33192 1	

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING			22500 2		33600 1				28063 10
ECONOMICS & FINANCE					23000 1				30800 3
MANAGEMENT INFO SYSTEMS	31820 4	31340 6	26000 1						31125 8
MARKETING/MARKETING MANAG	28480 2	27300 2	26900 6	26800 5					22000 1
HUMANITIES - OTHER									26000 1
HISTORY					28800 1				
POLITICAL SCIENCE/GOVT		26500 1							
PSYCHOLOGY									16000 1
CHEMICAL ENGINEERING	39250 2	39933 3	40500 2				40350 2	40125 4	40749 19
CIVIL ENGINEERING									33600 4
COMPUTER ENGINEERING	30620 2	28000 1							37400 1
ELECTRICAL/ELECTRONIC	36414 42 44000/34800	34716 34 46800/29508					42000 1	40500 1	34467 3
INDUSTRIAL ENGINEERING		30000 1	32000 1						19728 1
MECHANICAL ENGINEERING	34336 5	33139 18	37786 7	35000 1	35000 1			36417 6	37181 27 41000/33600
PETROLEUM ENGINEERING									39779 14
ENGINEERING TECHNOLOGY	20000 1			36000 1				31250 2	29150 1
ANIMAL SCIENCE			20000 1						
NATURAL RESOURCES								22000 1	
OTHER AGRICULTURAL SCIENC							23000 2		
COMPUTER SCIENCE	32120 2	26000 2						40000 1	34750 2
INFORMATION SCIENCES	23500 2						25000 1	33500 1	
CHEMISTRY			29000 1						

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	23000 1					24500 2	22520 5
BUSINESS ADMINISTRATION							23140 5
ECONOMICS & FINANCE						23500 1	25000 1
MANAGEMENT INFO SYSTEMS							29085 7
MARKETING/MARKETING MANAG	18000 1		18000 1		22500 1	24200 5	24111 9
COMMUNICATIONS							22500 3
JOURNALISM							18000 1
VISUAL & PERFORMING ARTS							20000 1
POLITICAL SCIENCE/GOVT			20000 1				
CIVIL ENGINEERING			25000 1				27000 1
ELECTRICAL/ELECTRONIC			36667 3				
INDUSTRIAL ENGINEERING			28000 1				27250 2
MECHANICAL ENGINEERING			36749 1			37617 6	29100 5
PETROLEUM ENGINEERING			30000 1				
ENGINEERING TECHNOLOGY							26000 1
ANIMAL SCIENCES			17996 2				
COMPUTER SCIENCE						20000 1	
INFORMATION SCIENCES						23500 1	26000 1
BIOLOGICAL SCIENCES						26500 3	
CHEMISTRY			30096 2				

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28166 186 33600/26000	22142 9		27093 28 36000/25000	29421 19	29642 21 33000/27000	23290 20 30000/18000	30121 64 38000/27000	29200 5
BACHELOR - TECHNICAL	32667 6	32000 1	23000 1	19667 3		32195 16	32256 15	32118 33 42500/27600	33492 69 42100/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24433 24 35000/20000	25333 3	21077 10	24248 20 35000/19500	20167 3	22170 74 35000/18000	23000 1		19356 2
BACHELOR - TECHNICAL	27016 1			29460 5		25000 1		33167 3	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	26915 4	23822 9	21518 11	25102 10	20793 20 25000/17892	25112 10	25838 5	17995 4	17000 4
BACHELOR - TECHNICAL		30597 5	31011 7	33101 9	25550 2	26047 13	27207 16	23581 10	18630 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	16325 2	15000 1	22270 16	17560 2	25000 1		35000 2	20100 5	26000 4
BACHELOR - TECHNICAL					31682 31 40000/28000	26800 5	34058 12	30145 39 44000/25000	39776 71 45900/36800

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	30707 6	29904 9	25822 9	26800 5	28467 3				28585 24 36500/22000
BACHELOR - TECHNICAL	35215 56 44000/30240	34011 59 46800/28000	35542 12	35500 2	35000 1		32283 6	36094 16	37897 72 54000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20500 2		19000 2		22500 1	24188 8	
BACHELOR - TECHNICAL			29630 11			31700 11	

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	33467 12	41400 1		29333 3	45000 1	38500 2		37086 7	
MBA--TECH								39000 3	

CURRICULUM	FINANCE	HOSPITALITY(AH	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH		30000 1				25842 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			36000 1						
MBA--TECH			46200 1						

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1				
MBA--TECH					35360 1	46000 1			

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	37775 4		39000 2						48833 3
MBA--TECH				42000 1					44200 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28200 175 33000/26400	25411 37 35000/20500	27000 1					30000 1	
BUSINESS ADMINISTRATION				36000 1				30000 1	22400 1
ECONOMICS & FINANCE		24880 5	26000 1	28056 9	25000 2	31000 3		23600 5	26641 31 38000/21000
MANAGEMENT INFO SYSTEMS		33240 1						30000 1	35333 3
MARKETING/MARKETING MANAG								30000 3	30300 5
LETTERS (incl. English)									25000 1
HUMANITIES - OTHER		26000 1							
INFORMATION SCIENCES			20500 2						
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		21132 1							
BUSINESS ADMINISTRATION		19500 1	22833 3				22500 3		
ECONOMICS & FINANCE	23267 3	25333 3							
MARKETING/MARKETING MANAG								18000 1	
COMMUNICATIONS				15000 1					
JOURNALISM					32000 1	19000 1		22000 1	16500 2
TELECOMMUNICATIONS/BROADC									11500 1
VISUAL & PERFORMING ARTS				17667 3				12480 1	
SOCIAL SCIENCES-OTHER								21500 1	
INDUSTRIAL ENGINEERING		32500 1							

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING									22586 1
BUSINESS ADMINISTRATION		23500 2	24750 2				23500 8		27830 1
ECONOMICS & FINANCE			17000 1				23400 4		22000 1
MANAGEMENT INFO SYSTEMS		26599 6			31000 1		26000 1	28660 1	
MARKETING/MARKETING MANAG		28179 6	20472 5	19500 1	24085 13	33000 1	23893 30 32000/18000		
ADVERTISING	25060 5						21600 1		
COMMUNICATIONS		27500 1			24002 1		25000 1		
MERCHANDISING MANAGEMENT		23500 2	20100 2						
LETTERS (incl. English)							27800 2		
CRIMINAL JUSTICE			23000 1						
POLITICAL SCIENCE/GOVT		20000 1					26500 1		
SOCIAL SCIENCES-OTHER							23000 1		
CHEMICAL ENGINEERING							40500 1		
PETROLEUM ENGINEERING					30000 1				
AGRIBUSINESS		14400 1					18000 1		

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			23000 1						
MANAGEMENT INFO SYSTEMS			30000 1						
COMMUNICATIONS			27000 1						
HUMANITIES - OTHER			24000 1						
CRIMINAL JUSTICE		23000 1			26000 2				
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT			28000 1						
SOCIAL SCIENCES-OTHER		27000 2							
AEROSPACE & AERONAUTICAL							31441 9	30000 1	
AGRICULTURAL ENGINEERING								28600 1	
ARCHITECTURAL ENGINEERING							27651 14		
CHEMICAL ENGINEERING							38430 5	40652 5	40564 5
CIVIL ENGINEERING							28513 37 37800/26000	30933 6	36500 2
ELECTRICAL/ELECTRONIC							34529 13		39133 3
INDUSTRIAL ENGINEERING									30700 5
MECHANICAL ENGINEERING							33589 31 41000/28000	33375 2	35932 31 41000/33000
PETROLEUM ENGINEERING							37700 4	43200 1	
ENGINEERING TECHNOLOGY							29733 6		29626 5
OTHER AGRICULTURAL SCIENC								18500 1	
BIOLOGICAL SCIENCES						33000 1			

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS									37000 1
AEROSPACE & AERONAUTICAL	31000 3	24000 1	29530 1			30550 5			30095 4
CHEMICAL ENGINEERING	35500 1		40000 1		40425 4		40473 72 54000/38400	39050 2	36967 6
CIVIL ENGINEERING								25000 1	27680 3
COMPUTER ENGINEERING			36240 1						28500 1
ELECTRICAL/ELECTRONIC	32863 15	34194 9	37231 9	36163 42 44000/34800	35015 4	36144 5	31500 2	35331 15	32853 17
INDUSTRIAL ENGINEERING							32000 1		24114 2
MECHANICAL ENGINEERING	33273 11	29840 2		36956 5	36115 4	29500 2	37379 15	34011 16	35333 25 41496/31200
PETROLEUM ENGINEERING							39867 3	34500 2	39660 10
ENGINEERING TECHNOLOGY								37200 1	29018 8
CHEMISTRY						29000 1	30096 4		

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO									20624 3
PSYCHOLOGY	12000 1								10000 1
SOCIOLOGY									22000 1
ALLIED HEALTH			25094 5						
HEALTH SCIENCES	16800 2			20500 2					21250 2
BIOLOGICAL SCIENCES									25000 1

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30500 1				
ECONOMICS & FINANCE								17000 1	
MANAGEMENT INFO SYSTEMS					29308 40 35000/25000	28097 7	30219 8		
MARKETING/MARKETING MANAG	15000 1								
TELECOMMUNICATIONS/BROADC						33000 1			
HUMAN ECOLOGY (HOME ECONO	17945 4			19719 4					
HISTORY				24000 3					
PSYCHOLOGY		23000 2							
SOCIOLOGY				16000 1					
SOCIAL SCIENCES-OTHER	23000 1								
AGRICULTURAL ENGINEERING									35000 1
COMPUTER ENGINEERING					25000 1		32700 2		
AGRIBUSINESS									24450 2
ANIMAL SCIENCES									18193 4
NATURAL RESOURCES									24000 2
OTHER AGRICULTURAL SCIENC									25333 3
COMPUTER SCIENCE					30365 19	37000 4	33374 8		
INFORMATION SCIENCES					27786 13	36000 1	28000 1		
MATHEMATICS								27016 1	

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		27500 2		22633 6					
BUSINESS ADMINISTRATION		28900 10	24750 2	22338 30 29000/18000					
ECONOMICS & FINANCE		30667 6		24825 12					
HOTEL/RESTAURANT MGMT.			18300 1	20318 4					
HUMAN RESOURCES (incl. LA				23000 2					
MANAGEMENT INFO SYSTEMS		31176 34 34000/30000		33600 1					
MARKETING/MARKETING MANAG		28100 5		23048 40 40000/18000					
COMMUNICATIONS				23500 1					
JOURNALISM				20750 2					
ELEMENTARY EDUCATION									21105 12
PHYSICAL EDUCATION									20215 3
SPECIAL EDUCATION									23500 1
HUMAN ECOLOGY (HOME ECONO			20900 2						19125 1
TEXTILES & CLOTHING				20667 3					
MERCHANDISING MANAGEMENT				21700 1					
LETTERS (incl. English)						18000 1			19935 1
HISTORY				28800 1					
POLITICAL SCIENCE/GOVT				24000 1					
PSYCHOLOGY			16000 1			14000 1			
SOCIOLOGY				19500 2					
CIVIL ENGINEERING		26500 1							
ELECTRICAL/ELECTRONIC				36750 2					
MECHANICAL ENGINEERING		33100 2							

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ANIMAL SCIENCES				20000 1					
COMPUTER SCIENCE		32000 6		25000 3					
INFORMATION SCIENCES		32750 4		24250 2					
HEALTH SCIENCES									17800 1
ARCHITECTURAL & ENVIRONME	19000 1								
BIOLOGICAL SCIENCES				23250 2					
MATHEMATICS					29800 1				

AVERAGE SALARY OFFERS JULY 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28200 175 33000/26400	25542 44 35000/20500	26500 2	28850 10	25000 2	31000 3		27091 11	27580 41 38000/22000
BACHELOR - TECHNICAL			20500 2	18000 1					

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23267 3	23326 5	22833 3	17000 4	32000 1	19000 1	22500 3	18495 4	14833 3
BACHELOR - TECHNICAL		32500 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	25060 5	26120 18	21096 11	19500 1	24540 15	33000 1	24002 49 35000/18000	28660 1	24139 3
BACHELOR - TECHNICAL		14400 1			30000 1		29250 2		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		25667 3	26000 6		26000 2				
BACHELOR - TECHNICAL						33000 1	31400 119 43000/25200	33877 17	35466 51 43500/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	32915 30 38000/29796	32619 12	36738 12	36247 47 44000/34000	37185 12	32421 13	39276 97 54000/33600	34687 37 42100/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	12000 1								
BACHELOR - TECHNICAL	16800 2		25094 5	20500 2					

AVERAGE SALARY OFFERS (JULY 1993 SWPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION — CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 — 90th: 22080 / 10th: 18330 — PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	18297 6	23000 2		20860 8	29338 41 35000/26000	28710 8	30219 8	17000 1	
BACHELOR - TECHNICAL					29186 33 36500/24000	36800 5	32763 11	27016 1	23389 12

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		30325 57 35000/27500	20933 6	22897 106 40000/18000		16000 2			20915 18
BACHELOR - TECHNICAL	19000 1	31977 13		26350 10	29800 1				17800 1

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

SOUTHWESTERN REGION (SWPA)

Arkansas College
University of Arkansas - Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler
University of Tulsa

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period June 10, 1993, through August 13, 1993 and cumulatively (September 1, 1992, and August 13, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	30	595	$25057	$26280	$31800	$23000	$19000	254	3152	$27238	$27493	$31500	$28000	$22000
BUSINESS ADMINISTRATION	36	586	23327	24698	28500	23500	18000	103	1490	23866	24555	30000	23500	18000
DISTRIBUTION MANAGEMENT	+	14	+	26686				+	52	+	26083			
ECONOMICS & FINANCE	31	425	24971	26717	30000	24000	21000	118	1441	25772	26902	32000	26000	20000
HOTEL/RESTAURANT MGMT.	2	26	23000	21504	*	*	*	7	112	20796	20780	*	*	*
HUMAN RESOURCES (incl. LA	6	30	19867	22523	*	*	*	8	82	20650	22759	*	*	*
MANAGEMENT INFO SYSTEMS	35	119	29200	29653	32000	30000	24000	141	417	29843	29519	33000	30015	25000
MARKETING/MARKETING MANAG	28	294	23948	23441	30000	23625	17500	139	1251	24182	24361	30000	23750	18000
REAL ESTATE	2	5	17280	21952	*	*	*	2	18	17280	25575	*	*	*
COMMUNICATIONS														
ADVERTISING	+	11	+	20662				6	44	24483	21515	*	*	*
COMMUNICATIONS	16	146	22119	21124	*	*	*	22	315	22541	21498	26000	23500	16500
JOURNALISM	2	30	16500	22050	*	*	*	9	106	20056	20503	*	*	*
TELECOMMUNICATIONS/BROADC	1	17	24000	24144	*	*	*	3	51	22833	23459	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	10	206	20884	20081	*	*	*	22	439	21004	20097	23000	21650	17300
PRE-ELEMENTARY EDUCATION	+	17	+	16498				+	47	+	16463			
PHYSICAL EDUCATION	+	18	+	21419				3	35	20215	21376	*	*	*
SPECIAL EDUCATION	6	47	26336	22408	*	*	*	7	98	25931	21837	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	9	+	20013				14	55	19532	20455	*	*	*
TEXTILES & CLOTHING	1	12	20000	20458	*	*	*	4	52	20500	21769	*	*	*
MERCHANDISING MANAGEMENT	2	14	17750	20786	*	*	*	7	29	20629	21083	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	28	22000	22521	*	*	*	1	54	22000	23025	*	*	*
LETTERS (incl. English)	3	99	21978	21496	*	*	*	8	209	23059	21285	*	*	*
VISUAL & PERFORMING ARTS	2	35	16500	20478	*	*	*	6	87	16413	20591	*	*	*
HUMANITIES - OTHER	+	28	+	23332				2	99	25000	24373	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	30	21850	23853	*	*	*	5	64	23970	22680	*	*	*
HISTORY	2	81	23000	24504	*	*	*	7	143	24400	23839	*	*	*
POLITICAL SCIENCE/GOVT	2	97	26150	24240	*	*	*	6	222	25133	24478	*	*	*
PSYCHOLOGY	5	85	18700	20688	*	*	*	11	232	17409	20571	*	*	*
SOCIOLOGY	+	34	+	22911				4	78	19250	22079	*	*	*
SOCIAL SCIENCES-OTHER	1	76	13000	23228	*	*	*	6	212	22417	22684	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	31387				24	105	30526	31583	34500	29765	26000
AGRICULTURAL ENGINEERING	+	5	+	33800				2	19	31800	31796	*	*	*
ARCHITECTURAL ENGINEERING	+	14	+	27801				14	43	27651	28296	*	*	*
BIOENGINEERING & BIOMEDIC	+	4	+	34875				+	17	+	30874			
CHEMICAL ENGINEERING	9	140	33886	38331	*	*	*	111	748	39593	39482	42500	40800	33600
CIVIL ENGINEERING	6	170	24300	29143	*	*	*	56	684	28463	29211	33000	27600	25000
COMPUTER ENGINEERING	2	111	36620	34633	*	*	*	7	448	32626	33963	*	*	*
ELECTRICAL/ELECTRONIC	12	388	34508	34535	*	*	*	148	1396	35005	34313	39000	35500	29796

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	6	+	$31569			
INDUSTRIAL ENGINEERING	3	121	$30200	$33165	*	*	*	12	502	$29736	32940	*	*	*
MECHANICAL ENGINEERING	16	337	34484	34190	*	*	*	162	1538	34827	34460	$39600	$35000	$30000
METALLURGICAL ENGINEERING	+	28	+	34718				+	115	+	34178			
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	41	+	31826			
NUCLEAR ENGINEERING	+	3	+	35207				+	16	+	34755			
PETROLEUM ENGINEERING	5	8	36280	37300	*	*	*	26	47	38100	38387	44000	40800	33000
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	+	72	+	30862				20	192	29794	29236	36000	29821	23000
INDUSTRIAL TECHNOLOGY	+	6	+	26917				+	18	+	28701			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	2	22	24995	23595	*	*	*	6	59	21882	22890	*	*	*
ANIMAL SCIENCES	+	7	+	26572				5	31	18554	22060	*	*	*
PLANT SCIENCES	+	5	+	23400				+	8	+	24000			
NATURAL RESOURCES	+	9	+	25775				2	28	24000	22442	*	*	*
OTHER AGRICULTURAL SCIENC	+	10	+	24718				4	30	23625	25378	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	282	34950	31609	*	*	*	49	872	32112	31329	36600	33000	27000
COMPUTER PROGRAMMING	+	10	+	35990				+	46	+	31599			
INFORMATION SCIENCES	2	30	23500	30971	*	*	*	25	162	27708	29723	33000	29000	23500
SYSTEMS ANALYSIS	+	4	+	31000				+	8	+	31733			
HEALTH SCIENCES														
ALLIED HEALTH	2	54	22000	30945	*	*	*	7	90	24210	29208	*	*	*
HEALTH SCIENCES	+	18	+	24736				7	48	19271	23561	*	*	*
NURSING	4	161	21398	30448	*	*	*	4	294	21398	31094	*	*	*
PHARMACY	+	40	+	43709				+	117	+	43108			
SCIENCES														
ACTUARIAL	+	28	+	33168				+	52	+	33188			
ARCHITECTURAL & ENVIRONME	+	13	+	23697				1	49	19000	23676	*	*	*
BIOLOGICAL SCIENCES	1	42	21000	20796	*	*	*	5	101	25100	21558	*	*	*
CHEMISTRY	1	23	23310	24661	*	*	*	6	70	28782	28002	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	29200				+	10	+	28216			
MATHEMATICS	4	76	26660	27025	*	*	*	7	166	25922	26524	*	*	*
PHYSICS	+	7	+	32701				+	17	+	26835			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	15	+	22179			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	303	5491						1635	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	16	360	$25600	$27634	*	*	*	191	2301	$27982	$28238	$31600	$28000	$25500
ACCOUNTING (PRIVATE)	11	234	22282	25340	*	*	*	55	818	24890	25847	30300	24000	20000
COMMERCIAL BANKING (CONSU	4	90	21500	22225	*	*	*	8	207	22500	23129	*	*	*
COMMERCIAL BANKING (LENDI	3	53	21333	23544	*	*	*	14	235	26464	25515	*	*	*
INVESTMENT BANKING (CORP	3	45	25667	29089	*	*	*	5	87	25400	29374	*	*	*
INVESTMENT BANKING (MERG	+	5	+	28900				3	15	31000	31100	*	*	*
INVESTMENT BANKING (REAL	1	2	14560	17480	*	*	*	1	14	14560	21707	*	*	*
INVESTMENT BANKING (SALE	1	9	20000	18667	*	*	*	12	46	26500	27490	*	*	*
FINANCIAL/TREASURY ANALYS	9	164	28111	28784	*	*	*	50	487	27675	28396	35000	27000	22000
PORTFOLIO MANAGEMENT / BR	2	31	23750	25039	*	*	*	5	84	23460	24372	*	*	*
UNDERWRITING	2	44	30870	26546	*	*	*	8	136	26359	25447	*	*	*
INSURANCE - CLAIMS	3	52	23200	24654	*	*	*	6	132	23017	23556	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	18916				4	49	17000	20479	*	*	*
MEDIA PLANNING	+	16	+	21531				1	38	32000	21403	*	*	*
REPORTING	2	12	16500	18000	*	*	*	3	37	17333	18023	*	*	*
COMMUNICATIONS-PRODUCTION	1	27	14500	21806	*	*	*	4	60	20500	21770	*	*	*
PUBLIC RELATIONS	5	43	19880	20492	*	*	*	9	96	19264	20980	*	*	*
WRITING / EDITING	+	22	+	20705				3	54	14833	21496	*	*	*
MARKETING														
ADVERTISING	1	30	20000	21370	*	*	*	6	67	24217	21732	*	*	*
BRAND/PRODUCT MANAGEMENT	2	76	24875	24168	*	*	*	21	179	25444	24948	30960	24000	20000
BUYER/MERCHANDISING	+	49	+	24533				11	288	21096	24540	*	*	*
DISTRIBUTION	+	30	+	26130				1	86	19500	26777	*	*	*
MARKET RESEARCH	1	41	26000	24764	*	*	*	17	102	24947	25012	*	*	*
PURCHASING	1	11	24000	27742	*	*	*	2	24	28500	25925	*	*	*
SALES	29	393	23602	25536	$30000	$24000	$17000	80	1282	23988	25606	30000	24000	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	24	23500	20832	*	*	*	2	69	26080	21499	*	*	*
GOV'T-FINANCE, TAXATION,	1	32	25000	25281	*	*	*	4	111	24354	25020	*	*	*
ECONOMIC PROGRAMS	+	7	+	24086				+	19	+	22261			
LAW ENFORCEMENT	+	31	+	24446				3	66	25667	24306	*	*	*
MILITARY	4	21	23274	24328	*	*	*	10	74	24910	24755	*	*	*
NATIONAL SECURITY	+	1	+	26788				+	6	+	29265			
URBAN / REGIONAL PLANNING	+	10	+	22070				2	28	26000	24988	*	*	*
ENGINEERING														
BIOENGINEERING	+	6	+	30816				1	11	33000	30809	*	*	*
DESIGN / CONSTRUCT	8	148	28563	30765	*	*	*	127	790	31221	30842	39000	30000	24600
ENVIRONMENTAL/SANITATION	+	25	+	31172				17	137	33877	31309	*	*	*
MANUFACTURING/INDUSTRIAL	4	147	34250	34296	*	*	*	55	741	35377	34705	41000	36000	28000
SYSTEMS / PROGRAMMING	+	50	+	33590				30	217	32915	32984	36000	33500	29796
POWER SYSTEMS	4	40	33300	34296	*	*	*	16	170	32789	34227	*	*	*
SOFTWARE DESIGN & DEVELOP	4	98	35300	34613	*	*	*	16	317	36378	34226	*	*	*
HARDWARE DESIGN & DEVELOP	+	41	+	36468				47	235	36247	35844	38400	36100	34000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	55	+	$34734				12	197	$37185	$34850	*	*	*
TESTING	1	33	$17000	31180	*	*	*	14	114	31319	32535	*	*	*
PROCESS ENGINEERING	8	97	35150	37457	*	*	*	105	515	38961	38874	$42500	$40600	$33192
PROJECT ENGINEERING	5	133	33473	33755	*	*	*	42	544	34543	34400	39000	34900	30000
OTHER ENGINEERING	23	505	34741	33715	$40500	$33372	$29050	100	1547	34086	33811	40800	34000	26600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	23	+	25666				3	50	15200	23546	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23400				+	3	+	24490			
MEDICAL TECHNOLOGY	2	15	22000	26272	*	*	*	7	35	24210	25471	*	*	*
NURSES / PERSONAL CARE	5	164	22878	30213	*	*	*	7	302	22199	30843	*	*	*
OCCUPATIONAL THERAPY	+	17	+	34976				+	28	+	32077			
PHARMACIST	+	40	+	43284				+	118	+	42887			
PHYSICAL THERAPY	+	2	+	21750				+	15	+	24025			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	47	+	24323				8	117	20172	22698	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	1	21	18000	20045	*	*	*	7	70	18254	19871	*	*	*
COUNSELING	+	34	+	17829				2	103	23000	18975	*	*	*
FUNDRAISING / DEVELOPMENT	+	13	+	17299				+	25	+	16218			
SOCIAL WORK	+	24	+	19194				8	67	20860	19092	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	22	173	30850	30342	34000	31003	28500	96	616	29632	29542	33300	30370	25000
INFORMATION SYSTEMS	4	105	30388	29842	*	*	*	17	407	31484	30227	*	*	*
SYSTEMS ANALYSIS & DESIGN	9	93	31635	31425	*	*	*	28	338	31674	31156	36000	31000	28000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	34	+	32462				2	68	22008	31809	*	*	*
AGRICULTUR/NATURAL RESOU	2	22	24495	22919	*	*	*	14	79	23547	21397	*	*	*
ARCHITECTURE	+	4	+	19611				1	22	19000	21097	*	*	*
CONSULTING	4	209	30375	30880	*	*	*	74	828	30618	30956	33000	31000	27500
HUMAN RESOURCES	8	46	20025	22682	*	*	*	14	115	20414	23366	*	*	*
MANAGEMENT TRAINEE	62	569	23216	23495	28000	23500	18000	178	1683	23202	23427	28300	23500	18000
MATH/STATISTICIANS	+	8	+	28881				1	20	29800	26652	*	*	*
PARALEGAL	+	29	+	22441				2	49	16000	21967	*	*	*
RESEARCH - NONTECHNICAL	+	8	+	27913				+	23	+	24153			
RESEARCH - TECHNICAL	+	20	+	24691				+	58	+	26392			
TEACHING	24	418	21497	20172	27000	21819	17237	43	856	21167	20270	24000	21400	17237
TOTALS	303	5491						1635	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	6	44	$26800	$29819	*	*	*	33	144	$30994	$30284	$36000	$31000	$27500
MBA--NON-TECH	40	190	32830	36204	$40000	$33500	$23500	80	600	34314	36513	45000	33250	24000
MBA--TECH	3	37	36000	38984	*	*	*	12	106	40247	40980	*	*	*
MS-BUSINESS	+	15	+	45389				+	22	+	41652			
ECONOMICS & FINANCE (BANK	1	13	20000	35993	*	*	*	5	36	24400	35275	*	*	*
HUMAN RESOURCES (INCL LAB	+	4	+	32125				3	19	22667	30837	*	*	*
MANAGEMENT INFORMATION SY	1	3	24000	32100	*	*	*	11	20	34255	36155	*	*	*
MARKETING/MKTNG MGT (RESE	+	10	+	42300				2	22	27500	40104	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				1	1	31000	31000	*	*	*
COMMUNICATIONS	+	3	+	14850				+	5	+	19270			
JOURNALISM	+	1	+	30000				+	4	+	25250			
EDUCATION														
EDUCATION ADMINISTRATION	2	16	31000	32616	*	*	*	2	34	31000	30581	*	*	*
ELEMENTARY EDUCATION	1	23	17500	22360	*	*	*	1	50	17500	25222	*	*	*
PHYSICAL EDUCATION	+	4	+	25750				+	6	+	23833			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	9	+	25743				+	16	+	26236			
HUMANITIES														
HUMANITIES - OTHER	1	11	16000	26477	*	*	*	1	19	16000	27419	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	10	+	34111				2	20	31000	33821	*	*	*
SOCIAL SCIENCES - OTHER	1	15	23000	26102	*	*	*	1	23	23000	26893	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	20	+	38108				1	32	60000	39757	*	*	*
AGRICULTURAL	+	+	+	+				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	1	+	37020				+	3	+	37673			
CHEMICAL	+	5	+	39859				4	34	41990	40874	*	*	*
CIVIL	+	63	+	35195				9	136	34610	34606	*	*	*
COMPUTER	1	11	37000	37991	*	*	*	2	47	29650	39161	*	*	*
ELECTRICAL/ELECTRONIC	+	100	+	41865				10	335	41769	41291	*	*	*
INDUSTRIAL	3	37	43000	41402	*	*	*	3	81	43000	40259	*	*	*
MECHANICAL	2	97	36000	40155	*	*	*	16	272	38085	40457	*	*	*
METALLURGICAL	+	4	+	32275				+	8	+	34575			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	1	+	$30000				+	1	+	$30000			
NUCLEAR	+	3	+	43007				+	6	+	43170			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	23	+	30315				+	26	+	31201			
HEALTH SCIENCES	+	20	+	26074				8	33	$29223	27848	*	*	*
NURSING	+	8	+	31313				+	13	+	34513			
SCIENCES														
AGRICULTURAL & NATL RESOU	1	4	$40000	32176	*	*	*	1	6	40000	30451	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	39000				+	3	+	39000			
BIOLOGICAL	+	2	+	33800				2	4	27500	30650	*	*	*
CHEMISTRY	+	10	+	37640				2	26	30000	35690	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	75	30000	42867	*	*	*	4	169	32625	40115	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	7	+	33594				+	17	+	35480			
MATHEMATICS (INCL ACTUARI	1	8	26500	31848	*	*	*	1	25	26500	33183	*	*	*
PHYSICS	+	2	+	30000				1	5	40000	31800	*	*	*
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	65	912						218	2435					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	12	77	$42875	$41076	*	*	*	28	267	$44946	$44326	$52500	$44000	$36000
MBA--TECH	5	12	46400	47563	*	*	*	8	65	44813	52278	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	19	173	45411	46524	*	*	*	45	496	48765	49165	60000	48000	36000
MBA--TECH	5	41	47360	47126	*	*	*	26	184	49084	54286	55000	48000	41800
OVER 4 YEARS														
MBA--NON-TECH	11	120	45671	46465	*	*	*	29	418	47755	50637	58500	46700	37328
MBA--TECH	5	72	46560	53198	*	*	*	15	202	54363	56040	*	*	*
TOTALS	57	495						151	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	2	+	$42900				+	3	+	$43600			
COMPUTER & INFOR SCIENCES	+	17	+	57601				+	35	+	56513			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	4	16	$38025	49419	*	*	*	4	30	$38025	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	8	+	32556				1	9	23000	31494	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	7	+	30357				+	11	+	32291			
SOCIOLOGY	+	2	+	37500				+	5	+	33773			
SOCIAL SCIENCES	+	1	+	33360				+	3	+	31120			
ENGINEERING														
AEROSPACE	+	3	+	54667				+	3	+	54667			
CHEMICAL	+	3	+	58753				+	50	+	55078			
CIVIL	+	6	+	45029				+	10	+	48268			
COMPUTER	+	4	+	42125				+	14	+	53912			
ELECTRICAL/ELECTRONIC	+	34	+	57785				3	80	41973	57076	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	20	+	57678				5	47	55698	54217	*	*	*
METALLURGICAL	1	5	48000	46748	*	*	*	1	20	48000	49425	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	2	2	46000	46000	*	*	*	3	8	39000	36250	*	*	*
BIOLOGICAL	+	3	+	33333				+	4	+	34500			
CHEMISTRY	+	10	+	49594				+	41	+	50933			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	5	+	33400				+	6	+	39500			
PHYSICS	+	1	+	41000				+	8	+	50600			
POLYMER	+	1	+	51600				+	4	+	55035			
TOTALS	7	150						17	396					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27986 192 33000/26000			24814 7	30000 1	52000 1		26633 2	28000 3
BUSINESS ADMINISTRATION	22500 3			32000 3	30000 1	30500 1	16500 3	29727 11	19500 1
ECONOMICS & FINANCE	25250 2			26393 28 32000/24000	29033 15		20000 2	30571 7	31000 2
MANAGEMENT INFO SYSTEMS	31025 4				30000 1	30285 21 32026/29880	27167 9	30930 43 38000/28000	
MARKETING/MARKETING MANAG	29998 2	17000 1		23801 4	30000 3		24420 10	28100 5	
REAL ESTATE					20000 1				
ADVERTISING		25060 5					21600 1		
COMMUNICATIONS		20000 1				18834 3	14400 1		
JOURNALISM		32000 1				18500 2		18000 1	
TELECOMMUNICATIONS/BROADC		11500 1				28500 2			
LETTERS (incl. English)				25000 1					
VISUAL & PERFORMING ARTS		15240 2							
PSYCHOLOGY		20000 1		24000 1					
AEROSPACE & AERONAUTICAL						30000 1		32000 1	
AGRICULTURAL ENGINEERING									35000 1
ARCHITECTURAL ENGINEERING			23000 1					27600 1	
CHEMICAL ENGINEERING								36875 4	36066 7
CIVIL ENGINEERING								30750 2	28762 12
ELECTRICAL/ELECTRONIC						33520 5	34500 1	32167 3	34520 18
INDUSTRIAL ENGINEERING									34750 2
MECHANICAL ENGINEERING	34000 2						34500 1	32715 13	35345 22 41496/31200
PETROLEUM ENGINEERING								24000 1	38100 4
ENGINEERING TECHNOLOGY									28457 4

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT		ADVERTISING		ARCHITECTURAL	BANKING (COMME		BANKING (INVES	COMMUNICATION		COMPUTER SOFTW		CONSULTING SER		ENGINEERING /	
OTHER AGRICULTURAL SCIENC															18500	1
COMPUTER SCIENCE	30000	1	32000	1		32000	1		32188	8	32527	13	32500	5		
INFORMATION SCIENCES	32667	3				20500	2		31004	3	29700	1	27667	3		
CHEMISTRY															27000	1
MATHEMATICS						18000	1									

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21000 1	28000 2		24216 4		21000 3			
BUSINESS ADMINISTRATION	24000 1		22100 2	24036 11	18000 1	22707 40 35000/18000			
ECONOMICS & FINANCE	23596 25 29000/20000		22700 2	26275 8		22499 10			
HOTEL/RESTAURANT MGMT.			20796 7						
HUMAN RESOURCES (incl. LA				17000 1		22667 3			
MANAGEMENT INFO SYSTEMS	28750 4	24000 1		25740 1	28500 1	24750 4			
MARKETING/MARKETING MANAG	31250 4	20000 1	22300 2	24686 7		21724 32 28500/18000	23000 1		23712 1
COMMUNICATIONS			22000 1			26083 6			26000 1
JOURNALISM						22750 2			15000 2
TEXTILES & CLOTHING						20500 4			
MERCHANDISING MANAGEMENT						20629 7			
LETTERS (incl. English)	25000 1				18000 1				
CRIMINAL JUSTICE						23000 1			
HISTORY			20000 1						
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1	16500 1			
SOCIOLOGY						23500 1			
SOCIAL SCIENCES-OTHER						23000 1			
INDUSTRIAL ENGINEERING				32500 1					
ENGINEERING TECHNOLOGY								33167 3	
AGRIBUSINESS	22000 1								
COMPUTER SCIENCE				27000 1		25000 1			
INFORMATION SCIENCES				29000 2		23500 2			

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21000 1	28000 2		24216 4		21000 3			
BUSINESS ADMINISTRATION	24000 1		22100 2	24036 11	18000 1	22707 40 35000/18000			
ECONOMICS & FINANCE	23596 25 29000/20000		22700 2	26275 8		22499 10			
HOTEL/RESTAURANT MGMT.			20796 7						
HUMAN RESOURCES (incl. LA				17000 1		22667 3			
MANAGEMENT INFO SYSTEMS	28750 4	24000 1		25740 1	28500 1	24750 4			
MARKETING/MARKETING MANAG	31250 4	20000 1	22300 2	24686 7		21724 32 28500/18000	23000 1		23712 1
COMMUNICATIONS			22000 1			26083 6			26000 1
JOURNALISM						22750 2			15000 2
TEXTILES & CLOTHING						20500 4			
MERCHANDISING MANAGEMENT						20629 7			
LETTERS (incl. English)	25000 1				18000 1				
CRIMINAL JUSTICE						23000 1			
HISTORY			20000 1						
POLITICAL SCIENCE/GOVT						24000 1			
PSYCHOLOGY					14000 1	16500 1			
SOCIOLOGY						23500 1			
SOCIAL SCIENCES-OTHER						23000 1			
INDUSTRIAL ENGINEERING				32500 1					
ENGINEERING TECHNOLOGY								33167 3	
AGRIBUSINESS	22000 1								
COMPUTER SCIENCE				27000 1		25000 1			
INFORMATION SCIENCES				29000 2		23500 2			

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	27016 1			29800 1		25000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	28300 1		23000 1	20375 4		22586 1	24265 2	22500 1	17650 2
BUSINESS ADMINISTRATION	30000 1		20900 5	27250 2		23232 4			
ECONOMICS & FINANCE	26453 3		22000 1	22000 1		22000 1			
HUMAN RESOURCES (incl. LA									17000 2
MANAGEMENT INFO SYSTEMS		24000 2	30000 2	31357 10		25900 3	28660 1		
MARKETING/MARKETING MANAG		23771 7	20929 7						18000 1
REAL ESTATE	14560 1								
COMMUNICATIONS			18333 3			27000 1			
ELEMENTARY EDUCATION					21004 22 29000/17300				
PHYSICAL EDUCATION					20215 3				
SPECIAL EDUCATION					25931 7				
HUMAN ECOLOGY (HOME ECONO					18509 2			21990 2	
FOREIGN LANGUAGES					22000 1				
LETTERS (incl. English)			27600 1		20290 3				
VISUAL & PERFORMING ARTS					16500 2				
HUMANITIES - OTHER						24000 1			
CRIMINAL JUSTICE			21850 1				23000 1		
HISTORY						25000 2			
POLITICAL SCIENCE/GOVT						28000 1	23500 1		28800 1
PSYCHOLOGY					15000 1			12000 1	14000 2
SOCIOLOGY								16000 1	22000 1
SOCIAL SCIENCES-OTHER					21500 1		27000 2		
AEROSPACE & AERONAUTICAL						25495 4	30000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
AGRICULTURAL ENGINEERING							28600 1		
CHEMICAL ENGINEERING			38400 1				30814 2		
CIVIL ENGINEERING			28310 3	26832 1	17000 1	29530 1	25857 13		
COMPUTER ENGINEERING				34000 1		28500 1			
ELECTRICAL/ELECTRONIC		35500 2		34033 6		28159 3	30240 1		
MECHANICAL ENGINEERING		33792 2	31183 2	32693 3		31317 3	29050 1		
AGRIBUSINESS		14400 1				23445 2			
ANIMAL SCIENCES						18778 1			
COMPUTER SCIENCE			30750 1	33000 1	33300 1				
INFORMATION SCIENCES			30000 2					28000 1	
ALLIED HEALTH								24952 6	19760 1
HEALTH SCIENCES					17800 1		22500 1	19275 4	17500 1
NURSING								21398 4	
BIOLOGICAL SCIENCES							21000 1	25000 1	
CHEMISTRY					23310 1				
MATHEMATICS					21838 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING								22500 1	
BUSINESS ADMINISTRATION				16640 1			30000 1	21500 2	
ECONOMICS & FINANCE								21000 1	
HUMAN RESOURCES (incl. LA					18200 1		28000 1		
MANAGEMENT INFO SYSTEMS			25000 1					27600 2	
MARKETING/MARKETING MANAG	15000 1				25000 1		40000 1	23500 1	26583 6
HUMAN ECOLOGY (HOME ECONO	17650 1		19541 8	18480 1					
LETTERS (incl. English)									28000 1
VISUAL & PERFORMING ARTS		15000 1							
CRIMINAL JUSTICE			26000 2						
HISTORY			24000 3						
PSYCHOLOGY			23000 2						
SOCIOLOGY								15500 1	
SOCIAL SCIENCES-OTHER	13000 1		23000 1						
AEROSPACE & AERONAUTICAL					31685 17				
ARCHITECTURAL ENGINEERING								28043 12	
CHEMICAL ENGINEERING								41467 3	40986 54 43500/39600
CIVIL ENGINEERING								28896 15	36500 2
ELECTRICAL/ELECTRONIC					32319 8		34500 1	34300 2	37700 5
INDUSTRIAL ENGINEERING							25000 1		
MECHANICAL ENGINEERING					30827 6		34815 7	33350 6	37490 8
PETROLEUM ENGINEERING									45900 1
ENGINEERING TECHNOLOGY							32098 5	20400 1	28000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
AGRIBUSINESS						30000 1			18000 1
ANIMAL SCIENCES						18000 1			
NATURAL RESOURCES						26000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE						30000 1			34000 1
ARCHITECTURAL & ENVIRONME								19000 1	
CHEMISTRY								33192 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
ACCOUNTING			21667 3		33600 1		21000 1	14400 1	28403 11
BUSINESS ADMINISTRATION	24000 1		24000 1					26000 1	
ECONOMICS & FINANCE					21700 2			23000 1	29600 4
MANAGEMENT INFO SYSTEMS	31656 5	31340 6	28500 4						31000 9
MARKETING/MARKETING MANAG	25740 4	27300 2	26144 8	26800 5					27750 2
COMMUNICATIONS									25000 1
HUMANITIES - OTHER									26000 1
HISTORY					28800 1				
POLITICAL SCIENCE/GOVT		26500 1							
PSYCHOLOGY									16000 1
CHEMICAL ENGINEERING	39250 2	39933 3	40500 2				40350 2	40300 5	38297 26 54000/31800
CIVIL ENGINEERING									33600 4
COMPUTER ENGINEERING	30620 2	28000 1							38320 2
ELECTRICAL/ELECTRONIC	36375 44 44000/34800	34718 35 46800/29508					42000 1	40750 2	35567 6
INDUSTRIAL ENGINEERING		30000 1	29300 2						29364 2
MECHANICAL ENGINEERING	34336 5	33139 18	37786 7	35000 1	35000 1			36417 6	36881 36 41400/33000
PETROLEUM ENGINEERING									38858 19
ENGINEERING TECHNOLOGY	20000 1			36000 1				31250 2	29150 1
ANIMAL SCIENCES			20000 1						
NATURAL RESOURCES								22000 1	
OTHER AGRICULTURAL SCIENC							23000 2		
COMPUTER SCIENCE	34668 5	26000 2						40000 1	34560 4
INFORMATION SCIENCES	23500 2						25000 1	33500 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
CHEMISTRY			29000 1						
MATHEMATICS	34000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	23000 1					24500 2	22520 5
BUSINESS ADMINISTRATION							22283 6
ECONOMICS & FINANCE						23500 1	27500 2
MANAGEMENT INFO SYSTEMS							29085 7
MARKETING/MARKETING MANAG	19000 2		18000 1		22500 1	24200 5	23682 11
COMMUNICATIONS							23375 4
JOURNALISM							18000 1
VISUAL & PERFORMING ARTS							20000 1
POLITICAL SCIENCE/GOVT			20000 1				
CIVIL ENGINEERING			25000 1				27000 1
ELECTRICAL/ELECTRONIC			36050 4				24000 1
INDUSTRIAL ENGINEERING			28000 1				27250 2
MECHANICAL ENGINEERING			36749 1			37617 6	29100 5
PETROLEUM ENGINEERING			30000 1				
ENGINEERING TECHNOLOGY							26000 1
ANIMAL SCIENCES			17996 2				
COMPUTER SCIENCE						20000 1	
INFORMATION SCIENCES						23500 1	26000 1
BIOLOGICAL SCIENCES						26500 3	
CHEMISTRY			30096 2				
MATHEMATICS							25800 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27958 203 33600/25000	21357 12		26202 44 36000/22000	28886 22 40000/24000	28966 30 52000/19000	23623 26 33000/18000	30185 69 38000/27000	27583 6
BACHELOR - TECHNICAL	32667 6	32000 1	23000 1	22750 4		32242 17	32597 16	32118 33 42500/27600	33511 72 42100/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24997 36 36500/20000	25000 4	21451 15	24594 32 36000/19000	19625 4	22387 116 46000/17500	23000 1		19928 4
BACHELOR - TECHNICAL	24508 2			29460 5		24250 4		33167 3	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	25370 6	23822 9	21926 21 30000/18000	27739 17	21277 42 31108/17300	24587 14	25384 7	18896 5	18456 9
BACHELOR - TECHNICAL		30597 5	30716 9	33009 12	22650 5	26940 15	26627 21 32000/24600	22838 16	18630 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	15217 3	15000 1	22019 17	17560 2	21600 2		32667 3	22588 8	26786 7
BACHELOR - TECHNICAL					31682 31 40000/28000	26800 5	33121 14	30138 41 44000/25000	39734 73 45900/36000

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	28524 10	29904 9	25759 16	26800 5	26450 4		21000 1	21133 3	28701 29 36500/22000
BACHELOR - TECHNICAL	35262 62 44000/31000	34024 60 46800/28000	34854 13	35500 2	35000 1		32283 6	36639 18	37123 100 54000/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	20333 3		19000 2		22500 1	24188 8	
BACHELOR - TECHNICAL			30011 12			31700 11	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	34170 33 45000/30000	37700 2		29714 7	55000 2	33800 5		36700 8	
MBA--TECH								38750 4	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH		30000 1				25037 5			
MBA--TECH	30000 1						40000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH			36000 1				19000 1		16200 1
MBA--TECH			46200 1						

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH					26000 1				
MBA--TECH					35360 1	46000 1			

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	40620 5	31500 1	39000 2						44125 4
MBA--TECH				42000 1					44200 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							20000 1
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27982 191 33000/25500	24645 47 35000/20000	27000 1	20000 1				30000 1	
BUSINESS ADMINISTRATION				36000 1				30000 1	29200 2
ECONOMICS & FINANCE		25233 6	22000 4	27650 10	25400 5	31000 3		23000 6	26604 37 38000/21000
MANAGEMENT INFO SYSTEMS		33240 1						30000 1	35625 4
MARKETING/MARKETING MANAG								30000 3	30300 5
REAL ESTATE				20000 1			14560 1		
LETTERS (incl. English)									25000 1
HUMANITIES - OTHER		26000 1							
PSYCHOLOGY			24000 1						
AGRIBUSINESS									22000 1
INFORMATION SCIENCES			20500 2						
MATHEMATICS				18000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		21132 1							
BUSINESS ADMINISTRATION		19500 1	23625 4				22500 3		
ECONOMICS & FINANCE	23460 5	28000 4							
MANAGEMENT INFO SYSTEMS		25740 1							
MARKETING/MARKETING MANAG			21800 2					18000 1	
COMMUNICATIONS				15000 1			14500 1	18133 3	
JOURNALISM					32000 1	17333 3		22000 1	16500 2
TELECOMMUNICATIONS/BROADC									11500 1
LETTERS (incl. English)								25000 1	
VISUAL & PERFORMING ARTS				17667 3				16240 2	
SOCIAL SCIENCES-OTHER								21500 1	
INDUSTRIAL ENGINEERING		32500 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING									23793 2
BUSINESS ADMINISTRATION		23500 2	24750 2				23731 13		27830 1
ECONOMICS & FINANCE			17000 1		26000 1		23400 8		22000 1
MANAGEMENT INFO SYSTEMS		26599 6			31000 1		26000 1	28660 1	
MARKETING/MARKETING MANAG		27546 7	20472 5	19500 1	24085 13	28500 2	24209 42 33500/18000		
ADVERTISING	25060 5						21600 1		
COMMUNICATIONS		26750 2			24002 1		21917 6		
TELECOMMUNICATIONS/BROADC							24000 1		
MERCHANDISING MANAGEMENT		23500 2	20100 2				18000 1		
LETTERS (incl. English)							27800 2		
CRIMINAL JUSTICE			23000 1				21850 1		
POLITICAL SCIENCE/GOVT		20000 1					26500 1	23500 1	
PSYCHOLOGY	20000 1								
SOCIAL SCIENCES-OTHER							23000 1		
CHEMICAL ENGINEERING							40500 1		
PETROLEUM ENGINEERING					30000 1				
AGRIBUSINESS		14400 1					18000 1		

AVERAGE SALARY OFFERS - SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION			21699 3						
MANAGEMENT INFO SYSTEMS			27500 2						
COMMUNICATIONS			27000 1						
HUMANITIES - OTHER			24000 1						
CRIMINAL JUSTICE		23000 1			26000 2				
HISTORY			25000 2						
POLITICAL SCIENCE/GOVT			28000 1						
SOCIAL SCIENCES-OTHER		27000 2							
AEROSPACE & AERONAUTICAL							31441 9	30000 1	
AGRICULTURAL ENGINEERING								28600 1	
ARCHITECTURAL ENGINEERING							27651 14		
CHEMICAL ENGINEERING							38430 5	40652 5	40564 5
CIVIL ENGINEERING							28214 41 37800/25000	30933 6	36500 2
ELECTRICAL/ELECTRONIC							33845 15		37680 5
INDUSTRIAL ENGINEERING									30700 5
MECHANICAL ENGINEERING							33539 32 41000/28000	33375 2	35754 33 41000/30000
PETROLEUM ENGINEERING							37700 4	43200 1	
ENGINEERING TECHNOLOGY							29733 6		29626 5
OTHER AGRICULTURAL SCIENC								18500 1	
COMPUTER SCIENCE							35900 1		
BIOLOGICAL SCIENCES						33000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									52000 1
MANAGEMENT INFO SYSTEMS									37000 1
AEROSPACE & AERONAUTICAL	31000 3	24000 1	29530 1			30550 5			30095 4
CHEMICAL ENGINEERING	35500 1		40000 1		40425 4		39922 79 54000/33600	39050 2	35872 8
CIVIL ENGINEERING						17000 1		25000 1	27510 4
COMPUTER ENGINEERING			35120 2						28500 1
ELECTRICAL/ELECTRONIC	32863 15	34246 12	37231 9	36163 42 44000/34800	35015 4	36144 5	31500 2	35554 18	33137 19
INDUSTRIAL ENGINEERING							32000 1	25000 1	28457 4
MECHANICAL ENGINEERING	33273 11	29893 3		36956 5	36115 4	29500 2	37630 16	33914 17	35127 34 41496/30528
PETROLEUM ENGINEERING							39867 3	34500 2	38533 15
ENGINEERING TECHNOLOGY								37200 1	29018 8
COMPUTER SCIENCE			35733 3						
CHEMISTRY						29000 1	30096 4		
MATHEMATICS									25800 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO									20624 3
POLITICAL SCIENCE/GOVT				28800 1					
PSYCHOLOGY	12000 1								10000 1
SOCIOLOGY									22000 1
ALLIED HEALTH			24210 7						
HEALTH SCIENCES	16800 2			20500 2					21250 2
NURSING				21398 4					
BIOLOGICAL SCIENCES									25000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BUSINESS ADMINISTRATION					30500 1				
ECONOMICS & FINANCE								17000 1	
MANAGEMENT INFO SYSTEMS					29484 58 35000/26000	28930 11	30197 14		
MARKETING/MARKETING MANAG	15000 1								
TELECOMMUNICATIONS/BROADC						33000 1			
HUMAN ECOLOGY (HOME ECONO	17945 4			19719 4					
HISTORY				24000 3					
PSYCHOLOGY	18000 1	23000 2							
SOCIOLOGY				16000 1					
SOCIAL SCIENCES-OTHER	23000 1								
AGRICULTURAL ENGINEERING									35000 1
COMPUTER ENGINEERING					32120 2		32700 2		
AGRIBUSINESS									25630 3
ANIMAL SCIENCES									18193 4
NATURAL RESOURCES									24000 2
OTHER AGRICULTURAL SCIENC									25333 3
COMPUTER SCIENCE					30699 21 36500/27000	37000 4	33700 11		
INFORMATION SCIENCES					27786 13	36000 1	28000 1		
BIOLOGICAL SCIENCES									21000 1
MATHEMATICS					34000 1			27016 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		27333 3		22633 6					
BUSINESS ADMINISTRATION		28900 10	22500 3	22631 56 32000/18000					
ECONOMICS & FINANCE		30214 7	26000 2	24758 17					
HOTEL/RESTAURANT MGMT.			18300 1	21212 6					
HUMAN RESOURCES (incl. LA		28000 1	17300 4	22667 3					
MANAGEMENT INFO SYSTEMS		31176 34 34000/30000		25620 5					
MARKETING/MARKETING MANAG		28100 5	21000 1	23139 51 40000/18500					
COMMUNICATIONS				25143 7					
JOURNALISM				20750 2					
ELEMENTARY EDUCATION									21004 22 29000/17300
PHYSICAL EDUCATION									20215 3
SPECIAL EDUCATION									25931 7
HUMAN ECOLOGY (HOME ECONO			20900 2						19125 1
TEXTILES & CLOTHING				20500 4					
MERCHANDISING MANAGEMENT				19600 2					
FOREIGN LANGUAGES									22000 1
LETTERS (incl. English)						18000 1			20290 3
VISUAL & PERFORMING ARTS									13000 1
HISTORY				24400 2					
POLITICAL SCIENCE/GOVT				24000 1					
PSYCHOLOGY			16000 1	16500 1		14000 1			15000 1
SOCIOLOGY				19500 2					
SOCIAL SCIENCES-OTHER									13000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
CIVIL ENGINEERING		26500 1							
ELECTRICAL/ELECTRONIC				36750 2					
MECHANICAL ENGINEERING		35067 3							
ANIMAL SCIENCES				20000 1					
COMPUTER SCIENCE		32000 6		25000 3					
INFORMATION SCIENCES		32750 4		23875 4					
HEALTH SCIENCES									17800 1
ARCHITECTURAL & ENVIRONME	19000 1								
BIOLOGICAL SCIENCES				23250 2					
CHEMISTRY									23310 1
MATHEMATICS				25000 1	29800 1				21838 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27982 191 33000/25500	24890 55 35000/20000	23167 6	27115 13	25400 5	31000 3	14560 1	26500 12	27791 49 38000/22000
BACHELOR - TECHNICAL			20500 2	18000 1					22000 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23460 5	25482 7	23017 6	17000 4	32000 1	17333 3	20500 4	19264 9	14833 3
BACHELOR - TECHNICAL		32500 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	24217 6	25996 20 33900/20000	21096 11	19500 1	24631 16	28500 2	23853 78 35000/18000	26080 2	24354 4
BACHELOR - TECHNICAL		14400 1			30000 1		29250 2		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		25667 3	24910 10		26000 2				
BACHELOR - TECHNICAL						33000 1	31221 127 43000/24600	33877 17	35377 55 43500/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	32915 30 38000/29796	32789 16	36378 16	36247 47 44000/34000	37185 12	31319 14	38961 105 54000/33192	34543 42 42100/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	12000 1			28800 1					
BACHELOR - TECHNICAL	16800 2		24210 7	21099 6					

AVERAGE SALARY OFFERS SEPTEMBER 1993 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	18254 7	23000 2		20860 8	29501 59 35000/26000	29269 12	30197 14	17000 1	
BACHELOR - TECHNICAL					29841 37 39240/24000	36800 5	33150 14	27016 1	23547 14

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		30183 60 35000/27500	20414 14	22997 165 46000/18000		16000 2			21181 40 31108/17000
BACHELOR - TECHNICAL	19000 1	32479 14		25808 13	29800 1				20983 3

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1993

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 14, 1993, through February 10, 1993) and cumulatively (September 1, 1992, and February 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	216	$27000	$27905	*	*	*	58	740	$26576	$27151	$28800	$26750	$23038
BUSINESS ADMIN (INCL MGMT	5	62	22000	24497	*	*	*	40	199	23274	23231	28800	23500	20000
DISTRIBUTION MANAGEMENT	+	+	+	+				+	7	+	28271			
ECONOM & FINANCE (BANKING	3	38	26000	24590	*	*	*	15	131	25134	25043	*	*	*
HOTEL/RESTAURANT MGMT.	+	2	+	20892				+	14	+	20147			
HUMAN RSRCS (incl LABOR R	2	3	48000	39000	*	*	*	3	11	37764	26617	*	*	*
MANAGEMENT INFO SYSTEMS	+	12	+	28208				7	72	35314	28631	*	*	*
MARKETING/MARK MGMT (RESR	5	42	28240	25532	*	*	*	27	198	25126	24357	30000	25000	20400
REAL ESTATE	+	1	+	16600				1	12	29000	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	26333				+	14	+	23129			
COMMUNICATIONS	1	10	20000	22628	*	*	*	4	42	20600	22004	*	*	*
JOURNALISM	+	3	+	18267				+	8	+	18538			
TELECOMMUN/BROADCASTING	+	2	+	23250				1	7	26000	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	3	26	23432	19256	*	*	*	47	117	21504	20746	24500	22660	16404
PRE-ELEMENTARY EDUCATION	+	2	+	21341				+	14	+	16200			
PHYSICAL EDUCATION	+	3	+	18500				4	9	23330	22145	*	*	*
SPECIAL EDUCATION	1	9	21500	22802	*	*	*	9	19	21738	22177	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	13000				1	14	21000	19584	*	*	*
TEXTILES & CLOTHING	+	+	+	+				+	2	+	17033			
MERCHANDISING MANAGEMENT	+	2	+	18000				+	5	+	19400			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	3	23466	21822	*	*	*
LETTERS (incl English, Li	+	5	+	20960				5	24	20412	20222	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	21420				5	20	21718	20557	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	8	14400	22101	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	3	+	24467				1	10	10800	22570	*	*	*
HISTORY	+	4	+	22213				2	15	24327	21334	*	*	*
POLITICAL SCIENCE/GOVT	1	10	27000	23236	*	*	*	4	19	24300	23122	*	*	*
PSYCHOLOGY	1	6	26000	25917	*	*	*	3	24	23067	21404	*	*	*
SOCIOLOGY	+	2	+	21042				3	12	22400	18990	*	*	*
SOCIAL SCIENCES-OTHER	1	10	20000	20926	*	*	*	2	32	21000	22076	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	34400				+	14	+	31990			
AGRICULTURAL	+	+	+	+				+	4	+	33400			
ARCHITECTURAL	+	+	+	+				+	2	+	25000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	2	12000	23500	*	*	*
CHEMICAL	1	56	36000	40400	*	*	*	3	151	35732	39522	*	*	*
CIVIL	1	21	36000	29762	*	*	*	5	135	34400	29188	*	*	*
COMPUTER	+	31	+	31934				3	81	32933	32911	*	*	*
ELECTRICAL/ELECTRONIC	2	61	44400	33977	*	*	*	20	290	33513	33938	38400	34686	25200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				1	1	$33624	$33624	*	*	*
INDUSTRIAL	+	35	+	$31865				8	85	31747	33041	*	*	*
MECHANICAL	1	78	$34800	34241	*	*	*	10	293	31575	34256	*	*	*
METALLURGICAL	+	5	+	34193				+	20	+	34221			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	11	+	32735			
NUCLEAR	+	+	+	+				+	2	+	34000			
PETROLEUM	+	+	+	+				+	12	+	39183			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	1	+	36000				1	14	35000	31071	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	28000				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	2	+	19500				1	6	19200	21599	*	*	*
ANIMAL SCIENCES	+	4	+	24025				1	9	30000	21966	*	*	*
PLANT SCIENCES	+	+	+	+				+	+	+	+			
NATURAL RESOURCES	+	1	+	18000				+	3	+	22000			
OTHER AGRICULTURAL SCIENC	+	5	+	18700				+	9	+	20889			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	57	+	30305				16	122	31170	30772	*	*	*
COMPUTER PROGRAMMING	1	2	25500	27750	*	*	*	1	4	25500	27790	*	*	*
INFORMATION SCIENCES & SY	+	8	+	30175				+	43	+	28231			
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29185				+	7	+	28855			
HEALTH SCIENCES	+	3	+	16600				+	9	+	18997			
NURSING	+	3	+	25447				+	11	+	30895			
PHARMACY	+	5	+	45400				+	32	+	44004			
SCIENCES														
ACTUARIAL	+	+	+	+				+	1	+	36000			
ARCHITECTURAL & ENVIRONME	1	1	33280	33280	*	*	*	3	5	21493	22296	*	*	*
BIOLOGICAL	+	5	+	21320				1	12	30000	23649	*	*	*
CHEMISTRY	+	2	+	26250				+	11	+	29785			
GEOLOGY & GEOLOGICAL SCI	+	2	+	28000				2	4	24480	26240	*	*	*
MATHEMATICS	+	12	+	25630				3	29	21235	23053	*	*	*
PHYSICS	+	2	+	22500				1	3	21480	22160	*	*	*
OTHER PHYSICAL & EARTH SC	+	3	+	22333				+	4	+	21561			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	32	895						325	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	+	169	+	$28579				14	542	$27186	$27839	*	*	*
ACCOUNTING (PRIVATE)	2	46	$27000	25231	*	*	*	36	173	26362	25346	$28800	$26400	$23004
COMMERCIAL BANKING (CNSMR	1	12	32000	21750	*	*	*	1	26	32000	21515	*	*	*
COMMERCIAL BANKING (LENDG	+	1	+	20200				+	13	+	24160			
INVESTMT BANKING (CORP FN	+	1	+	21000				+	3	+	27667			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	36500			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	6	+	20150			
INVESTMT BANKG (SALES & T	+	2	+	30000				+	4	+	24500			
FINANCIAL/TREASURY ANALYS	+	12	+	26842				5	54	26240	26959	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	+	+	+				1	11	30000	23817	*	*	*
UNDERWRITING	1	4	20000	23128	*	*	*	2	17	23000	22176	*	*	*
INSURANCE - CLAIMS	+	6	+	21667				+	16	+	22208			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	9	+	31000				+	18	+	25740			
MEDIA PLANNING	+	1	+	19800				1	5	12000	20060	*	*	*
REPORTING	+	1	+	12480				+	4	+	18870			
PRODUCTION	+	2	+	22250				+	8	+	23363			
PUBLIC RELATIONS	+	1	+	18000				2	11	22700	21235	*	*	*
WRITING / EDITING	+	1	+	18500				+	3	+	23933			
MARKETING														
ADVERTISING	+	2	+	26125				+	12	+	22546			
BRAND/PRODUCT MANAGEMENT	+	8	+	23330				5	31	22972	24861	*	*	*
BUYER/MERCHANDISING	2	5	26250	25900	*	*	*	8	34	26413	24575	*	*	*
DISTRIBUTION	+	1	+	24000				+	8	+	29312			
MARKET RESEARCH	+	+	+	+				+	19	+	24100			
PURCHASING	+	1	+	21000				1	2	14400	17700	*	*	*
SALES	5	41	28040	25629	*	*	*	26	173	23557	24529	27500	24480	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	24000				+	4	+	20047			
FINANC,TAXA, MONETARY POL	+	2	+	17076				12	22	25549	23334	*	*	*
ECONOMIC PROGRAMS	+	2	+	18453				+	2	+	18453			
LAW ENFORCEMENT	+	4	+	25350				+	13	+	22981			
MILITARY	+	5	+	23178				+	13	+	25336			
NATIONAL SECURITY	+	+	+	+				+	2	+	28800			
URBAN / REGIONAL PLANNING	+	3	+	26667				1	7	13200	23414	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	1	+	33000			
DESIGN / CONSTRUCT	+	26	+	31612				+	179	+	30343			
ENVIRONMENTAL/SANITATION	+	6	+	28747				1	32	30000	31599	*	*	*
MANUFACTURING/INDUSTRIAL	1	41	36000	33385	*	*	*	3	163	35500	34728	*	*	*
SYSTEMS / PROGRAMMING	+	17	+	32214				+	33	+	32200			
POWER SYSTEMS	+	16	+	34854				+	45	+	34604			
SOFTWARE DESIGN & DEVELOP	+	10	+	32968				3	49	30600	32894	*	*	*
HARDWARE DESIGN & DEVELOP	1	11	40800	35591	*	*	*	2	45	39100	35390	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	6	+	$38817				1	31	$35004	$37405	*	*	*
TESTING	+	10	+	32556				3	27	32367	31890	*	*	*
PROCESS ENGINEERING	+	38	+	40598				2	104	31848	38942	*	*	*
PROJECT ENGINEERING	1	25	$36000	35772	*	*	*	3	131	32600	35127	*	*	*
OTHER ENGINEERING	2	41	41400	35368	*	*	*	34	207	33164	33831	$38000	$33822	$28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	24260				1	7	54000	25803	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	2	+	26450				+	4	+	29537			
NURSES / PERSONAL CARE	+	3	+	25447				+	13	+	29295			
OCCUPATIONAL THERAPY	+	1	+	32840				+	1	+	32840			
PHARMACIST	+	5	+	45400				+	32	+	44004			
PHYSICAL THERAPY	+	1	+	31000				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	5	+	24800				3	20	21160	21654	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	19253				+	14	+	19435			
COUNSELING	+	4	+	22500				1	13	30000	21077	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	3	+	16917			
SOCIAL WORK	+	4	+	20521				+	15	+	20735			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	41	+	29102				12	99	32200	28845	*	*	*
INFORMATION SYSTEMS	+	32	+	29591				2	82	28800	28793	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	16	60000	32701	*	*	*	7	52	36636	31760	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	+	+	+				1	3	20004	27673	*	*	*
AGRICULTURE/NAT'L RESOURC	+	8	+	18188				+	21	+	22085			
ARCHITECTURE	1	3	33280	23593	*	*	*	2	5	25640	23156	*	*	*
CONSULTING	+	49	+	31632				2	82	26000	31162	*	*	*
HUMAN RESRCS /INDUS RELS	1	2	36000	29150	*	*	*	5	17	27992	24582	*	*	*
MANAGEMENT TRAINEE	9	62	22556	23378	*	*	*	44	218	22702	23274	28000	22900	20000
MATH/STATISTICIANS	+	3	+	27999				+	4	+	27750			
PARALEGAL	+	1	+	25000				+	5	+	19800			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	2	+	37000			
RESEARCHERS - TECHNICAL	+	+	+	+				1	1	24000	24000	*	*	*
TEACHING	4	58	22949	20221	*	*	*	77	224	21685	20786	25000	22660	17000
TOTALS	32	895						325	3245					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	11	+	$30898				+	36	+	$29694			
MBA--NON-TECH	+	19	+	35868				+	74	+	33701			
MBA--TECH	+	3	+	41253				+	5	+	35892			
MS-BUSINESS	+	2	+	33000				+	4	+	30875			
ECONOMICS & FINANCE (BANK	+	+	+	+				+	1	+	36000			
HUMAN RESOURCES (INCL LAB	+	1	+	41000				+	3	+	29333			
MANAGEMENT INFORMATION SY	+	8	+	34850				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	2	+	24498				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	1	+	21800			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	2	+	25500				2	5	$27046	26081	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				4	5	29822	30658	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	1	25500	25500	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	18500				3	5	26928	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	1	+	30000				3	4	27903	28427	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	51500				1	4	28800	39950	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	38500				+	2	+	38500			
AGRICULTURAL	+	+	+	+				+	1	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	7	+	41954				+	11	+	40649			
CIVIL	+	1	+	32700				+	23	+	32790			
COMPUTER	+	2	+	37002				3	9	41800	39656	*	*	*
ELECTRICAL/ELECTRONIC	+	10	+	37996				4	59	40998	39821	*	*	*
INDUSTRIAL	+	2	+	39400				2	10	40250	40680	*	*	*
MECHANICAL	+	8	+	40625				+	26	+	40597			
METALLURGICAL	+	+	+	+				+	1	+	36000			

continued

WCPA REGIONAL Report No. 1 FEBRUARY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$36000				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	25000				1	4	$28705	30266	*	*	*
NURSING	+	1	+	35000				+	1	+	35000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	2	+	28500			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	7	$36996	38311	*	*	*	5	22	37471	38311	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	29500				+	4	+	34125			
MATHEMATICS (INCL ACTUARI	+	2	+	27788				+	2	+	27788			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	99						29	342					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	5	+	$35600				+	18	+	$31500			
MBA--TECH	+	1	+	28500				+	1	+	28500			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	4	+	55000				+	17	+	43353			
MBA--TECH	+	5	+	46800				+	5	+	46800			
OVER 4 YEARS														
MBA--NON-TECH	+	1	+	37328				+	23	+	43175			
MBA--TECH	+	+	+	+				+	+	+	+			
TOTALS	+	16						+	64					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/14/93 THROUGH 2/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	+	+	+			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	$52500				+	7	+	$48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	5	+	52189				+	13	+	52919			
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	+	+	+				+	3	+	43667			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	9	+	50102			
METALLURGICAL	+	1	+	50000				+	4	+	48435			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	1	+	38000				+	1	+	38000			
CHEMISTRY	+	1	+	30000				+	1	+	30000			
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	1	+	51900				+	2	+	52950			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	13						+	41					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27101 15			23604 1		26000 1		22702 1	
ECONOM & FINANCE (BANKING				32000 1		25000 1		24000 1	
MANAGEMENT INFO SYSTEMS							25200 1		
MARKETING/MARK MGMT (RESR						24000 2	20400 1		
POLITICAL SCIENCE/GOVT							25200 1		
CIVIL								30000 1	42000 2
ELECTRICAL/ELECTRONIC						35267 3			
INDUSTRIAL						30000 1			31500 2
MECHANICAL									26267 3
ANIMAL SCIENCES								30000 1	
ARCHITECTURAL & ENVIRONME			25640 2						
GEOLOGY & GEOLOGICAL SCI						24960 1		24000 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	27479 15					24360 3			27000 1
BUSINESS ADMIN (INCL MGMT			20000 1			23207 17	24960 1		
ECONOM & FINANCE (BANKING	26000 2					25501 4			
MANAGEMENT INFO SYSTEMS	30000 1								
MARKETING/MARK MGMT (RESR	22500 2	22800 2				23350 4			24000 1
COMMUNICATIONS				20000 1					
TELECOMMUN/BROADCASTING				26000 1					
CRIMINAL JUSTICE						10800 1			
SOCIOLOGY			24000 1						
ELECTRICAL/ELECTRONIC	28000 1								
AGRIBUSINESS			19200 1						
COMPUTER SCIENCE	26100 2					32400 1			

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				28800 1		25645 2	24878 8		
BUSINESS ADMIN (INCL MGMT			20057 7			26892 2	28224 1	12000 1	
ECONOM & FINANCE (BANKING			20000 1						
MANAGEMENT INFO SYSTEMS									54000 1
MARKETING/MARK MGMT (RESR	25000 1		21000 1	30000 1					
REAL ESTATE	29000 1								
COMMUNICATIONS			21600 1						
ELEMENTARY EDUCATION					21504 47 32240/16404				
PHYSICAL EDUCATION					23107 3		24000 1		
SPECIAL EDUCATION					21738 9				
HUMAN ECOLOGY (HOME ECONO			21000 1						
FOREIGN LANGUAGES					23466 1				
LETTERS (incl English, Li					20412 5				
VISUAL & PERFORMING ARTS					21718 5				
HISTORY					24327 2				
POLITICAL SCIENCE/GOVT			22500 2						
PSYCHOLOGY			21600 1		21600 1				
SOCIOLOGY			21600 2						
SOCIAL SCIENCES-OTHER			20000 1		22000 1				
BIOENGINEERING & BIOMEDIC								12000 1	
CIVIL							30000 1		
ELECTRICAL/ELECTRONIC						28800 1	24000 1	48000 1	
ENIVRONMENTAL ENGINEERING							33624 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
INDUSTRIAL							28000 1		
MECHANICAL			36000 1	34800 1					
COMPUTER SCIENCE			21000 1						27600 1
ARCHITECTURAL & ENVIRONME							13200 1		
MATHEMATICS					21850 2				
PHYSICS							21480 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					28500 1		24000 1		
BUSINESS ADMIN (INCL MGMT					29400 1		22000 1		
HUMAN RSRCS (incl LABOR R					60000 1				
MARKETING/MARK MGMT (RESR							29100 1	33800 1	
COMMUNICATIONS			30000 1						
CHEMICAL									33696 1
CIVIL								28000 1	
COMPUTER					31900 2				
ELECTRICAL/ELECTRONIC					36850 4				
INDUSTRIAL					36400 1				
MECHANICAL					35250 2				

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL	
ACCOUNTING	25140	5													31000	3
BUSINESS ADMIN (INCL MGMT	29700	4							14400	1						
ECONOM & FINANCE (BANKING			27000	1	24000	3					23000	1				
HUMAN RSRCS (incl LABOR R			17292	1												
MANAGEMENT INFO SYSTEMS			34000	2			35000	2								
MARKETING/MARK MGMT (RESR	24800	3	26000	1	30000	1										
HUMANITIES - OTHER	14400	1														
PSYCHOLOGY					26000	1										
CHEMICAL	36750	2														
COMPUTER	35000	1														
ELECTRICAL/ELECTRONIC	32751	4	32313	4												
INDUSTRIAL	38976	1	28800	1												
MECHANICAL	31883	3														
ENGINEERING TECHNOLOGY	35000	1														
COMPUTER SCIENCE	32889	7	28500	1												

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMIN (INCL MGMT			25000 1				23730 2
HUMAN RSRCS (incl LABOR R					36000 1		
MARKETING/MARK MGMT (RESR	25000 1		30000 1			26200 1	25750 2
COMMUNICATIONS							10800 1
POLITICAL SCIENCE/GOVT						27000 1	
ELECTRICAL/ELECTRONIC						28000 1	
INDUSTRIAL				28800 1			
COMPUTER SCIENCE			35400 2				36000 1
COMPUTER PROGRAMMING						25500 1	
BIOLOGICAL							30000 1
MATHEMATICS							20004 1

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27101 15			27802 2		24750 4	23600 3	23351 2	
BACHELOR - TECHNICAL			25640 2			32152 5		28000 3	32257 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26960 20 33600/22500	22800 2	22000 2	23000 2		23235 29 31000/20000	24960 1		25500 2
BACHELOR - TECHNICAL	26733 3		19200 1			32400 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	27000 2		20812 17	29400 2	21649 74 32240/17000	26268 4	25124 10	12000 1	54000 1
BACHELOR - TECHNICAL			28500 2	34800 1	21850 2	28800 1	25051 6	30000 2	27600 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			30000 1		39300 3		25033 3	33800 1	
BACHELOR - TECHNICAL					35344 9			28000 1	33696 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25638 13	27658 5	25600 5	35000 2	14400 1	23000 1			31000 3
BACHELOR - TECHNICAL	33650 19	31092 6							

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25000 1		27500 2		36000 1	26600 2	
BACHELOR - TECHNICAL			35400 2	28800 1		26750 2	

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27186 14	26595 32 33600/24000							
ECONOM & FINANCE (BANKING		23668 3	32000 1						24500 2
MARKETING/MARK MGMT (RESR		27000 1							
ANIMAL SCIENCES									30000 1
COMPUTER SCIENCE									26100 2

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ECONOM & FINANCE (BANKING	30000 1								
MARKETING/MARK MGMT (RESR					12000 1			22700 2	
COMMUNICATIONS		20000 1							
TELECOMMUN/BROADCASTING		26000 1							

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			31000 1						24953 9
BUSINESS ADMIN (INCL MGMT		21215 4	26267 3			14400 1	22344 5		27336 3
ECONOM & FINANCE (BANKING			25000 1				24000 3		
HUMAN RSRCS (incl LABOR R							17292 1		
MARKETING/MARK MGMT (RESR		30000 1	24000 1				25555 11		
REAL ESTATE							29000 1		
HUMANITIES - OTHER							14400 1		
CRIMINAL JUSTICE							10800 1		
POLITICAL SCIENCE/GOVT			27000 1				25200 1		
PSYCHOLOGY							26000 1		
COMPUTER PROGRAMMING			25500 1						
GEOLOGY & GEOLOGICAL SCI							24960 1		

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT									36000 1
CHEMICAL									36000 1
CIVIL								30000 1	
MECHANICAL									34500 1
ARCHITECTURAL & ENVIRONME					13200 1				

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MARKETING/MARK MGMT (RESR								33800 1	
CHEMICAL							33696 1		37500 1
CIVIL								32000 2	39000 2
COMPUTER			28800 1						
ELECTRICAL/ELECTRONIC				40800 1	35004 1	33600 1			33123 15
ENIVRONMENTAL ENGINEERING									33624 1
INDUSTRIAL									31997 7
MECHANICAL				37400 1			30000 1		30933 6
ENGINEERING TECHNOLOGY						35000 1			
COMPUTER SCIENCE			31500 2			28500 1			36010 2

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	54000 1								
BIOENGINEERING & BIOMEDIC									12000 1
BIOLOGICAL									30000 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
HUMAN RSRCS (incl LABOR R							60000 1		
MANAGEMENT INFO SYSTEMS					33600 5	25200 1			
COMMUNICATIONS		30000 1							
COMPUTER					35000 1		35000 1		
ELECTRICAL/ELECTRONIC					36000 1				
INDUSTRIAL							30000 1		
MECHANICAL							28250 1		
COMPUTER SCIENCE					29480 5	32400 1	34400 3		
MATHEMATICS								20004 1	

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING			35000 1	19200 1					
BUSINESS ADMIN (INCL MGMT			22987 3	22710 20 28800/20000					
ECONOM & FINANCE (BANKING		24000 1		24667 3					
HUMAN RSRCS (incl LABOR R			36000 1						
MARKETING/MARK MGMT (RESR				25011 9					
COMMUNICATIONS				16200 2					
ELEMENTARY EDUCATION									21504 47 32240/16404
PHYSICAL EDUCATION									23330 4
SPECIAL EDUCATION									21738 9
HUMAN ECOLOGY (HOME ECONO				21000 1					
FOREIGN LANGUAGES									23466 1
LETTERS (incl English, Li									20412 5
VISUAL & PERFORMING ARTS									21718 5
HISTORY									24327 2
POLITICAL SCIENCE/GOVT				22500 2					
PSYCHOLOGY				21600 1					21600 1
SOCIOLOGY				22400 3					
SOCIAL SCIENCES-OTHER				20000 1					22000 1
ELECTRICAL/ELECTRONIC		28000 1							
AGRIBUSINESS				19200 1					
ARCHITECTURAL & ENVIRONME	25640 2								
GEOLOGY & GEOLOGICAL SCI								24000 1	
MATHEMATICS									21850 2

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27186 14	26362 36 33600/23004	32000 1						24500 2
BACHELOR - TECHNICAL									27400 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	30000 1	23000 2			12000 1			22700 2	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		22972 5	26543 7			14400 1	23500 25 36000/18000		25549 12
BACHELOR - TECHNICAL			25500 1				24960 1		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									36000 1
BACHELOR - TECHNICAL					13200 1			30000 1	35250 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								33800 1	
BACHELOR - TECHNICAL			30600 3	39100 2	35004 1	32367 3	31848 2	32000 2	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	54000 1								
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS FEBRUARY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 2/10/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		30000 1			33600 5	25200 1	60000 1		
BACHELOR - TECHNICAL					31200 7	32400 1	32742 6	20004 1	

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24000 1	27992 5	22784 43 30000/20000					21680 75 32240/17000
BACHELOR - TECHNICAL	25640 2	28000 1		19200 1				24000 1	21850 2

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1993

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 10, 1993, through March 10, 1993) and cumulatively (September 1, 1992, and March 10, 1993).

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WCPA REGIONAL Report No. 2 MARCH 1993

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	19	394	$28467	$28777	*	*	*	77	1134	$27043	$27716	$30000	$27500	$23038
BUSINESS ADMINISTRATION	2	76	26000	26755	*	*	*	42	275	23404	24205	28800	23500	20000
DISTRIBUTION MANAGEMENT	+	3	+	25500				+	10	+	27440			
ECONOMICS & FINANCE	10	124	29305	28359	*	*	*	25	255	26802	26656	32000	26000	22000
HOTEL/RESTAURANT MGMT.	+	4	+	27625				+	18	+	21809			
HUMAN RESOURCES (incl. LA	1	6	23000	25000	*	*	*	4	17	34073	26047	*	*	*
MANAGEMENT INFO SYSTEMS	3	30	34167	30794	*	*	*	10	102	34970	29267	*	*	*
MARKETING/MARKETING MANAG	9	76	27422	24501	*	*	*	36	274	25700	24397	30000	25500	20400
REAL ESTATE	+	+	+	+				1	12	29000	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	26667				+	17	+	23753			
COMMUNICATIONS	+	26	+	21900				4	68	20600	21964	*	*	*
JOURNALISM	2	11	21000	17287	*	*	*	2	19	21000	17814	*	*	*
TELECOMMUNICATIONS/BROADC	+	+	+	+				1	7	26000	23429	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	12	+	17386				47	129	21504	20434	24500	22660	16404
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	1	3	25000	21200	*	*	*	5	12	23664	21908	*	*	*
SPECIAL EDUCATION	+	3	+	16410				9	22	21738	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				1	14	21000	19584	*	*	*
TEXTILES & CLOTHING	+	3	+	23500				+	5	+	20913			
MERCHANDISING MANAGEMENT	1	1	24000	24000	*	*	*	1	6	24000	20167	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	27000				1	4	23466	23117	*	*	*
LETTERS (incl. English)	+	10	+	19885				5	34	20412	20123	*	*	*
VISUAL & PERFORMING ARTS	1	2	20000	19150	*	*	*	6	22	21432	20429	*	*	*
HUMANITIES - OTHER	1	2	23800	21900	*	*	*	2	10	19100	22060	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	25500				1	11	10800	22836	*	*	*
HISTORY	+	6	+	24167				2	21	24327	22143	*	*	*
POLITICAL SCIENCE/GOVT	5	9	21000	21756	*	*	*	9	28	22467	22683	*	*	*
PSYCHOLOGY	+	17	+	19315				3	41	23067	20538	*	*	*
SOCIOLOGY	+	3	+	19333				3	15	22400	19058	*	*	*
SOCIAL SCIENCES-OTHER	2	7	28000	23548	*	*	*	4	39	24500	22340	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	7	30000	31857	*	*	*	1	21	30000	31946	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	29250				+	6	+	32017			
ARCHITECTURAL ENGINEERING	3	4	31333	30500	*	*	*	3	6	31333	28667	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	32000				1	3	12000	26333	*	*	*
CHEMICAL ENGINEERING	+	92	+	40237				3	243	35732	39793	*	*	*
CIVIL ENGINEERING	1	54	30420	29878	*	*	*	6	189	33737	29385	*	*	*
COMPUTER ENGINEERING	4	70	35625	34129	*	*	*	7	151	34471	33475	*	*	*
ELECTRICAL/ELECTRONIC	3	101	31667	34312	*	*	*	23	391	33272	34035	38000	34572	25200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	1	$33624	$33624	*	*	*
INDUSTRIAL ENGINEERING	3	62	$35333	$33288	*	*	*	11	147	32725	33145	*	*	*
MECHANICAL ENGINEERING	1	188	45000	34921	*	*	*	11	481	32795	34516	*	*	*
METALLURGICAL ENGINEERING	1	16	36400	34050	*	*	*	1	36	36400	34145	*	*	*
MINING (INCL GEOLOGICAL)	+	2	+	27600				+	13	+	31945			
NUCLEAR ENGINEERING	+	1	+	33500				+	3	+	33833			
PETROLEUM ENGINEERING	+	2	+	39000				+	14	+	39157			
TEXTILE ENGINEERING	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	3	12	33803	30069	*	*	*	4	26	34102	30609	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	6	6	26367	26367	*	*	*	7	12	25343	23983	*	*	*
ANIMAL SCIENCES	2	4	17500	19625	*	*	*	3	13	21667	21246	*	*	*
PLANT SCIENCES	2	2	25000	25000	*	*	*	2	2	25000	25000	*	*	*
NATURAL RESOURCES	+	1	+	18000				+	4	+	21000			
OTHER AGRICULTURAL SCIENC	+	5	+	31220				+	14	+	24579			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	107	44000	31513	*	*	*	17	229	31925	31118	*	*	*
COMPUTER PROGRAMMING	+	10	+	28800				1	14	25500	28511	*	*	*
INFORMATION SCIENCES	+	11	+	32013				+	54	+	29002			
SYSTEMS ANALYSIS	+	1	+	31000				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	33400				+	10	+	30219			
HEALTH SCIENCES	+	+	+	+				+	9	+	18997			
NURSING	+	4	+	34481				+	15	+	31851			
PHARMACY	+	2	+	36621				+	34	+	43570			
SCIENCES														
ACTUARIAL	+	3	+	33933				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	2	3	22880	22187	*	*	*	5	8	22048	22255	*	*	*
BIOLOGICAL SCIENCES	1	6	26000	21650	*	*	*	2	18	28000	22983	*	*	*
CHEMISTRY	+	12	+	30437				+	23	+	30125			
GEOLOGY & GEOLOGICAL SCI	+	1	+	32000				2	5	24480	27392	*	*	*
MATHEMATICS	2	8	30850	30663	*	*	*	5	37	25081	24698	*	*	*
PHYSICS	+	+	+	+				1	3	21480	22160	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	21000				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	93	1637						418	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	22	346	$28101	$28836	$29000	$28500	$27000	36	888	$27745	$28228	$29000	$28250	$25000
ACCOUNTING (PRIVATE)	1	73	25200	27839	*	*	*	37	246	26331	26086	28800	26400	23004
COMMERCIAL BANKING (CONSU	+	6	+	23567				1	32	32000	21900	*	*	*
COMMERCIAL BANKING (LENDI	2	10	26000	26850	*	*	*	2	23	26000	25330	*	*	*
INVESTMENT BANKING (CORP	1	6	36000	33083	*	*	*	1	9	36000	31278	*	*	*
INVESTMENT BANKING (MERG	1	4	35000	32875	*	*	*	1	5	35000	33600	*	*	*
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	1	3	32000	26000	*	*	*	1	7	32000	25143	*	*	*
FINANCIAL/TREASURY ANALYS	1	39	32000	28637	*	*	*	6	93	27200	27663	*	*	*
PORTFOLIO MANAGEMENT / BR	1	4	20000	24325	*	*	*	2	15	25000	23953	*	*	*
UNDERWRITING	2	6	28000	25833	*	*	*	4	23	25500	23130	*	*	*
INSURANCE - CLAIMS	+	4	+	26532				+	20	+	23073			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	2	20000	26500	*	*	*	1	18	20000	24404	*	*	*
MEDIA PLANNING	+	4	+	18625				1	9	12000	19422	*	*	*
REPORTING	1	5	18000	16672	*	*	*	1	9	18000	17649	*	*	*
COMMUNICATIONS-PRODUCTION	1	2	28000	24500	*	*	*	1	10	28000	23590	*	*	*
PUBLIC RELATIONS	2	5	21210	21134	*	*	*	4	16	21955	21204	*	*	*
WRITING / EDITING	+	1	+	10800				+	4	+	20650			
MARKETING														
ADVERTISING	+	3	+	25667				+	15	+	23170			
BRAND/PRODUCT MANAGEMENT	+	7	+	28071				5	38	22972	25452	*	*	*
BUYER/MERCHANDISING	2	11	34400	26209	*	*	*	10	45	28010	24975	*	*	*
DISTRIBUTION	2	8	24000	27438	*	*	*	2	16	24000	28375	*	*	*
MARKET RESEARCH	2	7	24000	22714	*	*	*	2	26	24000	23727	*	*	*
PURCHASING	1	1	30000	30000	*	*	*	2	3	22200	21800	*	*	*
SALES	9	95	27300	25745	*	*	*	35	268	24519	24960	29000	24000	18720
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	2	8	28750	25661	*	*	*	2	12	28750	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	9	+	25257				12	31	25549	23893	*	*	*
ECONOMIC PROGRAMS	+	1	+	26122				+	3	+	21009			
LAW ENFORCEMENT	+	1	+	27000				+	14	+	23268			
MILITARY	+	3	+	28766				+	16	+	25979			
NATIONAL SECURITY	+	1	+	36600				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	1	+	20000				1	8	13200	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	1	+	41000				+	2	+	37000			
DESIGN / CONSTRUCT	2	56	22880	32100	*	*	*	2	237	22880	30827	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	30177				1	43	30000	31235	*	*	*
MANUFACTURING/INDUSTRIAL	4	94	30950	34788	*	*	*	7	257	32900	34750	*	*	*
SYSTEMS / PROGRAMMING	+	16	+	32608				+	49	+	32334			
POWER SYSTEMS	+	14	+	34511				+	59	+	34582			
SOFTWARE DESIGN & DEVELOP	2	39	27500	32791	*	*	*	5	88	29360	32848	*	*	*
HARDWARE DESIGN & DEVELOP	1	17	36000	35533	*	*	*	3	62	38067	35429	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	28	$34600	$33614	*	*	*	2	59	$34802	$35606	*	*	*
TESTING	+	7	+	33314				3	34	32367	32183	*	*	*
PROCESS ENGINEERING	1	58	36400	40058	*	*	*	3	162	33365	39342	*	*	*
PROJECT ENGINEERING	3	44	32603	35984	*	*	*	6	175	32601	35343	*	*	*
OTHER ENGINEERING	4	191	34875	33556	*	*	*	38	398	33344	33699	$38400	$33822	$28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	3	+	24333				1	10	54000	25362	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	1	+	21069			
MEDICAL TECHNOLOGY	+	+	+	+				+	4	+	29537			
NURSES / PERSONAL CARE	+	6	+	34520				+	19	+	30945			
OCCUPATIONAL THERAPY	+	3	+	33400				+	4	+	33260			
PHARMACIST	+	2	+	36621				+	34	+	43570			
PHYSICAL THERAPY	+	+	+	+				+	3	+	18167			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	3	25000	17054	*	*	*	4	23	22120	21054	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	24000				+	16	+	20005			
COUNSELING	+	5	+	19199				1	18	30000	20555	*	*	*
FUNDRAISING / DEVELOPMENT	1	2	12000	13500	*	*	*	1	5	12000	15550	*	*	*
SOCIAL WORK	+	1	+	17430				+	16	+	20529			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	59	36100	29666	*	*	*	14	158	32757	29152	*	*	*
INFORMATION SYSTEMS	2	56	33750	31583	*	*	*	4	138	31275	29925	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	27	38000	32491	*	*	*	9	79	36939	32010	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	1	+	35800				1	4	20004	29705	*	*	*
AGRICULTUR/NATURAL RESOU	2	5	17500	20800	*	*	*	2	26	17500	21838	*	*	*
ARCHITECTURE	+	1	+	20800				2	6	25640	22763	*	*	*
CONSULTING	3	99	35000	32668	*	*	*	5	181	31400	31986	*	*	*
HUMAN RESOURCES	+	6	+	21567				5	23	27992	23796	*	*	*
MANAGEMENT TRAINEE	7	65	25857	24132	*	*	*	51	283	23135	23471	28800	23000	20000
MATH/STATISTICIANS	+	1	+	29000				+	5	+	28000			
PARALEGAL	+	1	+	21600				+	6	+	20100			
RESEARCH - NONTECHNICAL	+	1	+	23000				+	3	+	32333			
RESEARCH - TECHNICAL	+	11	+	30627				1	12	24000	30075	*	*	*
TEACHING	+	25	+	17611				77	249	21685	20468	25000	22660	17000
TOTALS	93	1637						418	4882					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 2 MARCH 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	7	+	$33857				+	43	+	$30372			
MBA--NON-TECH	5	66	$36100	37799	*	*	*	5	140	$36100	35633	*	*	*
MBA--TECH	+	8	+	39839				+	13	+	38321			
MS-BUSINESS	+	1	+	30000				+	5	+	30700			
ECONOMICS & FINANCE (BANK	+	2	+	24000				+	3	+	28000			
HUMAN RESOURCES (INCL LAB	+	5	+	29800				+	8	+	29625			
MANAGEMENT INFORMATION SY	+	+	+	+				+	8	+	34850			
MARKETING/MKTNG MGT (RESE	+	+	+	+				+	2	+	24498			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	30000				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	9	+	27837				2	14	27046	27210	*	*	*
ELEMENTARY EDUCATION	+	18	+	26752				4	23	29822	27601	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	1	25500	25500	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				3	5	26928	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	1	+	32000				3	5	27903	29142	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	3	+	26333				1	7	28800	34114	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	35000				+	3	+	37333			
AGRICULTURAL	+	1	+	45000				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	4	+	43000				+	15	+	41276			
CIVIL	+	10	+	36064				+	33	+	33782			
COMPUTER	+	8	+	39079				3	17	41800	39384	*	*	*
ELECTRICAL/ELECTRONIC	1	51	46800	41011	*	*	*	5	110	42158	40373	*	*	*
INDUSTRIAL	+	16	+	38600				2	26	40250	39400	*	*	*
MECHANICAL	+	43	+	40429				+	69	+	40492			
METALLURGICAL	+	1	+	40000				+	2	+	38000			

continued

WCPA REGIONAL Report No. 2 MARCH 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	1	+	$36000			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	+	+	+				1	4	$28705	30266	*	*	*
NURSING	+	2	+	$26585				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	5	+	36018				+	7	+	33870			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	19	+	37995				5	41	37471	38164	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	38750				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	6	+	37470				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	6	290						35	632					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	40	+	$48395				+	58	+	$43152			
MBA--TECH	+	6	+	49433				+	7	+	46443			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	37	+	52828				+	54	+	49845			
MBA--TECH	+	22	+	54269				+	27	+	52886			
OVER 4 YEARS														
MBA--NON-TECH	+	75	+	51433				+	98	+	49495			
MBA--TECH	+	22	+	55493				+	22	+	55493			
TOTALS	+	202						+	266					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/10/93 THROUGH 3/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$39000				+	1	+	$39000			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	32000				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	14	+	55414				+	27	+	54213			
CIVIL	+	+	+	+				+	1	+	36000			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	5	+	61299				+	8	+	54687			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	2	5	$53000	52584	*	*	*	2	14	$53000	50988	*	*	*
METALLURGICAL	1	3	60000	57247	*	*	*	1	7	60000	52211	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	4	13	56750	54869	*	*	*	4	14	56750	53093	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	1	+	60552				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	2	3	48000	51333	*	*	*	2	5	48000	51980	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	9	46						9	87					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27864 33 30500/25920			23604 1		26000 1		22702 1	
ECONOMICS & FINANCE	25350 1			28400 3	34333 3	25000 1		29333 3	
MANAGEMENT INFO SYSTEMS							25200 1	33500 2	
MARKETING/MARKETING MANAG	27000 1	41000 1				23500 4	20400 1		
VISUAL & PERFORMING ARTS		20000 1							
POLITICAL SCIENCE/GOVT							25200 1		
AEROSPACE & AERONAUTICAL									30000 1
ARCHITECTURAL ENGINEERING									29500 2
CIVIL ENGINEERING								30000 1	42000 2
COMPUTER ENGINEERING								36000 1	32000 1
ELECTRICAL/ELECTRONIC						35267 3			23000 1
INDUSTRIAL ENGINEERING						30000 1	36000 1	37000 1	31500 2
MECHANICAL ENGINEERING									26267 3
ENGINEERING TECHNOLOGY							28000 1		
AGRIBUSINESS				24000 2					
ANIMAL SCIENCES								30000 1	
ARCHITECTURAL & ENVIRONME			24260 4						
GEOLOGY & GEOLOGICAL SCI						24960 1		24000 1	

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	27479 15					24360 3			27000 1
BUSINESS ADMINISTRATION		22000 1	20000 1		30000 1	23207 17	24960 1		
ECONOMICS & FINANCE	24000 3					25901 5			
HUMAN RESOURCES (incl. LA						23000 1			
MANAGEMENT INFO SYSTEMS	30000 1								
MARKETING/MARKETING MANAG	23333 3	22800 2				23280 5			24000 1
COMMUNICATIONS				20000 1					
JOURNALISM									18000 1
TELECOMMUNICATIONS/BROADC				26000 1					
MERCHANDISING MANAGEMENT						24000 1			
CRIMINAL JUSTICE						10800 1			
POLITICAL SCIENCE/GOVT						24000 2			
SOCIOLOGY			24000 1						
SOCIAL SCIENCES-OTHER				28000 2					
COMPUTER ENGINEERING	38000 1								
ELECTRICAL/ELECTRONIC	28000 1								
AGRIBUSINESS			19200 1						
ANIMAL SCIENCES					20000 1				
COMPUTER SCIENCE	26100 2					32400 1			
MATHEMATICS						27500 1			

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				28800 1		25645 2	25210 9		
BUSINESS ADMINISTRATION			20057 7			26892 2	28224 1	12000 1	
ECONOMICS & FINANCE			20000 1						
MANAGEMENT INFO SYSTEMS									54000 1
MARKETING/MARKETING MANAG	25000 1		21000 1	30000 1					
REAL ESTATE	29000 1								
COMMUNICATIONS			21600 1						
ELEMENTARY EDUCATION					21504 47 32240/16404				
PHYSICAL EDUCATION					23107 3		24000 1		
SPECIAL EDUCATION					21738 9				
HUMAN ECOLOGY (HOME ECONO			21000 1						
FOREIGN LANGUAGES					23466 1				
LETTERS (incl. English)					20412 5				
VISUAL & PERFORMING ARTS					21718 5				
HISTORY					24327 2				
POLITICAL SCIENCE/GOVT			22500 2		33000 1				
PSYCHOLOGY			21600 1		21600 1				
SOCIOLOGY			21600 2						
SOCIAL SCIENCES-OTHER			20000 1		22000 1				
BIOENGINEERING & BIOMEDIC								12000 1	
CIVIL ENGINEERING							30000 1		
ELECTRICAL/ELECTRONIC						28800 1	24000 1	48000 1	
ENIVRONMENTAL ENGINEERING							33624 1		

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
INDUSTRIAL ENGINEERING							28000 1		33000 1
MECHANICAL ENGINEERING			36000 1	34800 1					
ENGINEERING TECHNOLOGY				34600 1					
AGRIBUSINESS			23000 1						
COMPUTER SCIENCE			21000 1						27600 1
ARCHITECTURAL & ENVIRONME							13200 1		
MATHEMATICS					21850 2				
PHYSICS							21480 1		

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					28500 1		24000 1		
BUSINESS ADMINISTRATION					29400 1		22000 1		
HUMAN RESOURCES (incl. LA					60000 1				
MARKETING/MARKETING MANAG							29100 1	33800 1	
COMMUNICATIONS			30000 1						
JOURNALISM				24000 1					
PHYSICAL EDUCATION				25000 1					
HUMANITIES - OTHER									23800 1
POLITICAL SCIENCE/GOVT	12000 1			12000 1					
CHEMICAL ENGINEERING									33696 1
CIVIL ENGINEERING				30420 1				28000 1	
COMPUTER ENGINEERING					31900 2				
ELECTRICAL/ELECTRONIC				34000 1	37080 5				
INDUSTRIAL ENGINEERING					36400 1				
MECHANICAL ENGINEERING					35250 2				
AGRIBUSINESS						29067 3			
ANIMAL SCIENCES						15000 1			
PLANT SCIENCES						30000 1			
COMPUTER SCIENCE									44000 1
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	25140	5															31000	3
BUSINESS ADMINISTRATION	29700	4							14400	1								
ECONOMICS & FINANCE			27000	1	24000	3					23000	1						
HUMAN RESOURCES (incl. LA			17292	1														
MANAGEMENT INFO SYSTEMS	35500	1	34000	2			35000	2										
MARKETING/MARKETING MANAG	26600	5	26000	1	30000	1												
HUMANITIES - OTHER	14400	1																
PSYCHOLOGY					26000	1												
CHEMICAL ENGINEERING	36750	2																
COMPUTER ENGINEERING	35000	1	36500	1														
ELECTRICAL/ELECTRONIC	32751	4	32313	4														
INDUSTRIAL ENGINEERING	38976	1	28800	1														
MECHANICAL ENGINEERING	35163	4																
METALLURGICAL ENGINEERING			36400	1														
ENGINEERING TECHNOLOGY	35000	1															38808	1
COMPUTER SCIENCE	32889	7	28500	1														
MATHEMATICS	34200	1																

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMINISTRATION			25000 1				23730 2
HUMAN RESOURCES (incl. LA					36000 1		
MARKETING/MARKETING MANAG	25000 1		30000 1			26200 2	25750 2
COMMUNICATIONS							10800 1
POLITICAL SCIENCE/GOVT						27000 1	
ARCHITECTURAL ENGINEERING					35000 1		
ELECTRICAL/ELECTRONIC						28000 1	
INDUSTRIAL ENGINEERING				28800 1			
PLANT SCIENCES							20000 1
COMPUTER SCIENCE			35400 2				36000 1
COMPUTER PROGRAMMING						25500 1	
BIOLOGICAL SCIENCES							30000 1
MATHEMATICS							20004 1

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27768 35 30500/25350	30500 2		27201 4	34333 3	24167 6	23600 3	29617 6	
BACHELOR - TECHNICAL			24260 4	24000 2		32152 5	32000 2	31400 5	30817 12

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26554 22 33600/22500	22533 3	22000 2	25500 4	30000 1	23409 35 31000/20000	24960 1		23000 3
BACHELOR - TECHNICAL	29550 4		19200 1		20000 1	29950 2			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	27000 2		20812 17	29400 2	21800 75 33000/17000	26268 4	25374 11	12000 1	54000 1
BACHELOR - TECHNICAL			26667 3	34700 2	21850 2	28800 1	25051 6	30000 2	30300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	12000 1		30000 1	20333 3	39300 3		25033 3	33800 1	23800 1
BACHELOR - TECHNICAL				32210 2	35610 10	26440 5		28000 1	34565 3

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	26713 16	27658 5	25600 5	35000 2	14400 1	23000 1			31000 3
BACHELOR - TECHNICAL	34217 21 45000/28250	32432 8							38808 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25000 1		27500 2		36000 1	26467 3	
BACHELOR - TECHNICAL			35400 2	28800 1	35000 1	26750 2	

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31750 2							41000 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	35000 1								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27923 33 30500/27000	26595 32 33600/24000							
ECONOMICS & FINANCE	25350 1	24051 4	32000 1	28000 1	36000 1	35000 1		32000 1	27000 3
MARKETING/MARKETING MANAG	26000 2	27000 1							
AGRIBUSINESS				24000 1					
ANIMAL SCIENCES									30000 1
COMPUTER SCIENCE									26100 2

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ECONOMICS & FINANCE	25000 2								
MARKETING/MARKETING MANAG					12000 1		28000 1	22700 2	
COMMUNICATIONS		20000 1							
JOURNALISM						18000 1			
TELECOMMUNICATIONS/BROADC		26000 1							
VISUAL & PERFORMING ARTS				20000 1					
POLITICAL SCIENCE/GOVT								12000 1	
SOCIAL SCIENCES-OTHER		28000 2							
CIVIL ENGINEERING								30420 1	

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			31000 1						24953 9
BUSINESS ADMINISTRATION		21215 4	26267 3			14400 1	22344 5	30000 1	27336 3
ECONOMICS & FINANCE			25000 1				24000 3	27500 1	
HUMAN RESOURCES (incl. LA							17292 1		
MARKETING/MARKETING MANAG		30000 1	27300 2				26287 15		
REAL ESTATE							29000 1		
JOURNALISM					24000 1				
MERCHANDISING MANAGEMENT							24000 1		
HUMANITIES - OTHER							14400 1		
CRIMINAL JUSTICE							10800 1		
POLITICAL SCIENCE/GOVT			27000 1	24000 2			25200 1		
PSYCHOLOGY							26000 1		
ELECTRICAL/ELECTRONIC							34000 1		
AGRIBUSINESS			38200 1		24000 1		23500 2		
PLANT SCIENCES						30000 1			
COMPUTER PROGRAMMING			25500 1						
GEOLOGY & GEOLOGICAL SCI							24960 1		
MATHEMATICS							27500 1		

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION									36000 1
HUMANITIES - OTHER									23800 1
CHEMICAL ENGINEERING									36000 1
CIVIL ENGINEERING								30000 1	
ELECTRICAL/ELECTRONIC									38000 1
INDUSTRIAL ENGINEERING									36000 1
MECHANICAL ENGINEERING									34500 1
ARCHITECTURAL & ENVIRONME					13200 1		22880 2		
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MARKETING/MARKETING MANAG								33800 1	
AEROSPACE & AERONAUTICAL								30000 1	
ARCHITECTURAL ENGINEERING								29000 1	30000 1
CHEMICAL ENGINEERING							33696 1		37500 1
CIVIL ENGINEERING								32000 2	39000 2
COMPUTER ENGINEERING			30400 2	36000 1					36500 1
ELECTRICAL/ELECTRONIC			23000 1	40800 1	35004 1	33600 1			33123 15
ENIVRONMENTAL ENGINEERING									33624 1
INDUSTRIAL ENGINEERING									31997 7
MECHANICAL ENGINEERING				37400 1			30000 1		32943 7
METALLURGICAL ENGINEERING							36400 1		
ENGINEERING TECHNOLOGY					34600 1	35000 1		38808 1	28000 1
COMPUTER SCIENCE			31500 2			28500 1			36010 2

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	54000 1								
PHYSICAL EDUCATION									25000 1
BIOENGINEERING & BIOMEDIC									12000 1
BIOLOGICAL SCIENCES									30000 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ECONOMICS & FINANCE							32000 1		
HUMAN RESOURCES (incl. LA							60000 1		
MANAGEMENT INFO SYSTEMS					33600 5	30900 3			
COMMUNICATIONS		30000 1							
POLITICAL SCIENCE/GOVT			12000 1						
COMPUTER ENGINEERING					36500 2		35000 1		
ELECTRICAL/ELECTRONIC					36000 1				
INDUSTRIAL ENGINEERING							30000 1		
MECHANICAL ENGINEERING							28250 1		
ANIMAL SCIENCES									15000 1
PLANT SCIENCES									20000 1
COMPUTER SCIENCE					29480 5	32400 1	36800 4		
MATHEMATICS					34200 1			20004 1	

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING			35000 1	19200 1					
BUSINESS ADMINISTRATION			22987 3	22676 21 28800/20000					
ECONOMICS & FINANCE		24000 1		24667 3					
HUMAN RESOURCES (incl. LA			36000 1	23000 1					
MANAGEMENT INFO SYSTEMS		35000 1							
MARKETING/MARKETING MANAG				24810 10					
COMMUNICATIONS				16200 2					
ELEMENTARY EDUCATION									21504 47 32240/16404
PHYSICAL EDUCATION									23330 4
SPECIAL EDUCATION									21738 9
HUMAN ECOLOGY (HOME ECONO				21000 1					
FOREIGN LANGUAGES									23466 1
LETTERS (incl. English)									20412 5
VISUAL & PERFORMING ARTS									21718 5
HISTORY									24327 2
POLITICAL SCIENCE/GOVT				26000 3					
PSYCHOLOGY				21600 1					21600 1
SOCIOLOGY				22400 3					
SOCIAL SCIENCES-OTHER				20000 1					22000 1
ARCHITECTURAL ENGINEERING				35000 1					
ELECTRICAL/ELECTRONIC		28000 1							
INDUSTRIAL ENGINEERING		35000 2							
AGRIBUSINESS				22100 2					

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ANIMAL SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME	25640 2								
GEOLOGY & GEOLOGICAL SCI								24000 1	
MATHEMATICS									21850 2

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27745 36 30500/25000	26331 37 33600/23004	32000 1	28000 1	36000 1	35000 1		32000 1	27000 3
BACHELOR - TECHNICAL				24000 1					27400 3

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25000 2	25500 4		20000 1	12000 1	18000 1	28000 1	19133 3	
BACHELOR - TECHNICAL								30420 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL		22972 5	27050 8	24000 2	24000 1	14400 1	24157 30 41000/18000	28750 2	25549 12
BACHELOR - TECHNICAL			31850 2		24000 1	30000 1	26692 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									29900 2
BACHELOR - TECHNICAL					13200 1		22880 2	30000 1	34100 5

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								33800 1	
BACHELOR - TECHNICAL			29360 5	38067 3	34802 2	32367 3	33365 3	32362 5	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	54000 1								
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS MARCH 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 3/10/93 90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL		30000 1	12000 1		33600 5	30900 3	46000 2		
BACHELOR - TECHNICAL					32289 9	32400 1	34350 7	20004 1	17500 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29500 2	27992 5	22994 47 33000/20000					21680 75 32240/17000
BACHELOR - TECHNICAL	25640 2	32667 3		24800 4				24000 1	21850 2

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1993

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
(lifornia Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 10, 1993, through April 8, 1993) and cumulatively (September 1, 1992, and April 8, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	2	362	$28250	$29042	*	*	*	79	1496	$27073	$28037	$30000	$27500	$23038
BUSINESS ADMINISTRATION	3	70	27433	25999	*	*	*	45	345	23672	24569	28800	24000	20000
DISTRIBUTION MANAGEMENT	+	6	+	30500				+	16	+	28588			
ECONOMICS & FINANCE	4	92	33500	28218	*	*	*	29	347	27726	27070	36000	27000	20000
HOTEL/RESTAURANT MGMT.	+	1	+	26000				+	19	+	22029			
HUMAN RESOURCES (incl. LA	+	1	+	26000				4	18	34073	26044	*	*	*
MANAGEMENT INFO SYSTEMS	1	38	29000	30178	*	*	*	11	140	34427	29515	*	*	*
MARKETING/MARKETING MANAG	1	87	21000	25478	*	*	*	37	361	25573	24657	30000	25000	20400
REAL ESTATE	+	+	+	+				1	12	29000	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	21600				+	18	+	23633			
COMMUNICATIONS	+	8	+	19749				4	76	20600	21731	*	*	*
JOURNALISM	+	3	+	28000				2	22	21000	19203	*	*	*
TELECOMMUNICATIONS/BROADC	+	4	+	22600				1	11	26000	23127	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	14	+	20610				47	143	21504	20451	24500	22660	16404
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	14	+	16200			
PHYSICAL EDUCATION	+	1	+	20800				5	13	23664	21823	*	*	*
SPECIAL EDUCATION	+	+	+	+				9	22	21738	21390	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	+	+	+				1	14	21000	19584	*	*	*
TEXTILES & CLOTHING	+	9	+	23222				+	14	+	22398			
MERCHANDISING MANAGEMENT	+	+	+	+				1	6	24000	20167	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	18000				1	5	23466	22093	*	*	*
LETTERS (incl. English)	+	6	+	26017				5	40	20412	21007	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				6	22	21432	20429	*	*	*
HUMANITIES - OTHER	2	2	28000	28000	*	*	*	4	12	23550	23050	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19500				1	13	10800	22323	*	*	*
HISTORY	+	4	+	27375				2	25	24327	22980	*	*	*
POLITICAL SCIENCE/GOVT	+	1	+	17750				9	29	22467	22513	*	*	*
PSYCHOLOGY	1	4	25000	24125	*	*	*	4	45	23550	20857	*	*	*
SOCIOLOGY	+	2	+	19750				3	17	22400	19140	*	*	*
SOCIAL SCIENCES-OTHER	+	15	+	27400				4	54	24500	23745	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	18	+	31495				1	39	30000	31738	*	*	*
AGRICULTURAL ENGINEERING	+	1	+	39000				+	7	+	33014			
ARCHITECTURAL ENGINEERING	+	8	+	26050				3	14	31333	27171	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	3	12000	26333	*	*	*
CHEMICAL ENGINEERING	+	90	+	39897				3	333	35732	39821	*	*	*
CIVIL ENGINEERING	+	37	+	29582				6	226	33737	29417	*	*	*
COMPUTER ENGINEERING	2	37	38500	36358	*	*	*	9	188	35367	34043	*	*	*
ELECTRICAL/ELECTRONIC	1	113	26000	34703	*	*	*	24	504	32969	34184	38000	34286	25200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	1	$33624	$33624	*	*	*
INDUSTRIAL ENGINEERING	1	42	$35000	$32055	*	*	*	12	189	32915	32903	*	*	*
MECHANICAL ENGINEERING	5	139	37436	35115	*	*	*	16	620	34246	34651	*	*	*
METALLURGICAL ENGINEERING	1	8	35000	34751	*	*	*	2	44	35700	34255	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	34800				+	17	+	32616			
NUCLEAR ENGINEERING	+	3	+	35940				+	6	+	34887			
PETROLEUM ENGINEERING	+	8	+	40738				+	22	+	39732			
TEXTILE ENGINEERING	+	2	+	37900				+	2	+	37900			
ENGINEERING TECHNOLOGY	1	21	26500	31827	*	*	*	5	47	32582	31153	*	*	*
INDUSTRIAL TECHNOLOGY	+	+	+	+				+	2	+	27750			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	+	+	+				7	12	25343	23983	*	*	*
ANIMAL SCIENCES	1	2	14400	17200	*	*	*	4	15	19850	20706	*	*	*
PLANT SCIENCES	+	+	+	+				2	2	25000	25000	*	*	*
NATURAL RESOURCES	+	1	+	24000				+	5	+	21600			
OTHER AGRICULTURAL SCIENC	1	2	30000	33250	*	*	*	1	16	30000	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	70	38900	32270	*	*	*	20	299	32971	31388	$39600	$33210	$27000
COMPUTER PROGRAMMING	+	+	+	+				1	14	25500	28511	*	*	*
INFORMATION SCIENCES	+	12	+	27167				+	66	+	28668			
SYSTEMS ANALYSIS	+	+	+	+				+	1	+	31000			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	10	+	30219			
HEALTH SCIENCES	+	2	+	36000				+	11	+	22088			
NURSING	+	6	+	24812				+	21	+	29840			
PHARMACY	+	7	+	46829				+	41	+	44126			
SCIENCES														
ACTUARIAL	+	+	+	+				+	4	+	34450			
ARCHITECTURAL & ENVIRONME	+	3	+	20600				5	11	22048	21804	*	*	*
BIOLOGICAL SCIENCES	1	6	24000	20415	*	*	*	3	24	26667	22341	*	*	*
CHEMISTRY	+	3	+	30027				+	26	+	30114			
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				2	5	24480	27392	*	*	*
MATHEMATICS	1	5	24000	26600	*	*	*	6	42	24901	24925	*	*	*
PHYSICS	+	2	+	29500				1	5	21480	25096	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	5	+	21448			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	32	1386						450	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	1	334	$28500	$29014	*	*	*	37	1222	$27765	$28443	$29000	$28500	$25000
ACCOUNTING (PRIVATE)	+	42	+	28294				37	288	26331	26408	28800	26400	23004
COMMERCIAL BANKING (CONSU	+	21	+	25809				1	53	32000	23449	*	*	*
COMMERCIAL BANKING (LENDI	+	21	+	25771				2	44	26000	25540	*	*	*
INVESTMENT BANKING (CORP	1	6	38000	31667	*	*	*	2	15	37000	31433	*	*	*
INVESTMENT BANKING (MERG	+	1	+	18000				1	6	35000	31000	*	*	*
INVESTMENT BANKING (REAL	+	+	+	+				+	6	+	20150			
INVESTMENT BANKING (SALE	2	2	40000	40000	*	*	*	3	9	37333	28444	*	*	*
FINANCIAL/TREASURY ANALYS	1	22	25300	30880	*	*	*	7	115	26929	28278	*	*	*
PORTFOLIO MANAGEMENT / BR	1	2	24000	26500	*	*	*	3	17	24667	24252	*	*	*
UNDERWRITING	+	10	+	25672				4	33	25500	23900	*	*	*
INSURANCE - CLAIMS	+	2	+	25917				+	22	+	23332			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	29600				1	23	20000	25534	*	*	*
MEDIA PLANNING	+	1	+	32000				1	10	12000	20680	*	*	*
REPORTING	+	1	+	18000				1	10	18000	17684	*	*	*
COMMUNICATIONS-PRODUCTION	1	1	26500	26500	*	*	*	2	11	27250	23855	*	*	*
PUBLIC RELATIONS	3	3	23667	23667	*	*	*	7	19	22689	21593	*	*	*
WRITING / EDITING	+	4	+	23625				+	8	+	22138			
MARKETING														
ADVERTISING	+	1	+	14500				+	16	+	22628			
BRAND/PRODUCT MANAGEMENT	+	4	+	33250				5	42	22972	26195	*	*	*
BUYER/MERCHANDISING	1	52	25000	24760	*	*	*	11	97	27736	24859	*	*	*
DISTRIBUTION	+	5	+	29400				2	21	24000	28619	*	*	*
MARKET RESEARCH	+	1	+	25000				2	27	24000	23774	*	*	*
PURCHASING	+	1	+	28000				2	4	22200	23350	*	*	*
SALES	1	76	26000	28165	*	*	*	36	344	24560	25668	29000	24480	18720
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	+	+	+				2	12	28750	23790	*	*	*
GOV'T-FINANCE, TAXATION,	+	+	+	+				12	31	25549	23893	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	3	+	21009			
LAW ENFORCEMENT	+	+	+	+				+	14	+	23268			
MILITARY	+	+	+	+				+	16	+	25979			
NATIONAL SECURITY	+	+	+	+				+	3	+	31400			
URBAN / REGIONAL PLANNING	+	+	+	+				1	8	13200	22988	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	2	+	37000			
DESIGN / CONSTRUCT	+	67	+	31681				2	304	22880	31015	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	33572				1	54	30000	31711	*	*	*
MANUFACTURING/INDUSTRIAL	+	71	+	35690				7	328	32900	34953	*	*	*
SYSTEMS / PROGRAMMING	+	24	+	33481				+	73	+	32711			
POWER SYSTEMS	1	12	35200	33390	*	*	*	1	71	35200	34380	*	*	*
SOFTWARE DESIGN & DEVELOP	3	28	37400	35283	*	*	*	8	116	32375	33436	*	*	*
HARDWARE DESIGN & DEVELOP	+	30	+	36155				3	92	38067	35666	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	22	$35000	$36258	*	*	*	3	81	$34868	$35783	*	*	*
TESTING	+	6	+	33769				3	40	32367	32421	*	*	*
PROCESS ENGINEERING	+	66	+	39667				3	228	33365	39436	*	*	*
PROJECT ENGINEERING	2	31	40850	34783	*	*	*	8	206	34664	35259	*	*	*
OTHER ENGINEERING	2	122	35140	34946	*	*	*	40	520	33434	33992	$38400	$33822	$28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	+	+	+				1	10	54000	25362	*	*	*
INDUSTRIAL HYGIENE	+	1	+	29000				+	2	+	25035			
MEDICAL TECHNOLOGY	+	2	+	31000				+	6	+	30025			
NURSES / PERSONAL CARE	+	6	+	24812				+	25	+	29473			
OCCUPATIONAL THERAPY	+	+	+	+				+	4	+	33260			
PHARMACIST	+	7	+	46825				+	41	+	44126			
PHYSICAL THERAPY	+	1	+	45000				+	4	+	24875			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	1	+	16300				4	24	22120	20856	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	2	+	15875				+	18	+	19547			
COUNSELING	+	1	+	31000				1	19	30000	21105	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	12000	15550	*	*	*
SOCIAL WORK	+	1	+	15000				+	17	+	20203			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	1	52	44500	30503	*	*	*	15	210	33540	29486	*	*	*
INFORMATION SYSTEMS	4	30	31500	31206	*	*	*	8	168	31388	30154	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	18	+	33713				9	97	36939	32326	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	2	+	17000				1	6	20004	25470	*	*	*
AGRICULTUR/NATURAL RESOU	1	3	14400	18288	*	*	*	3	29	16467	21470	*	*	*
ARCHITECTURE	+	2	+	17150				2	8	25640	21360	*	*	*
CONSULTING	1	63	35000	31014	*	*	*	6	244	32000	31735	*	*	*
HUMAN RESOURCES	+	3	+	21000				5	26	27992	23473	*	*	*
MANAGEMENT TRAINEE	1	58	21000	24412	*	*	*	52	341	23094	23631	28800	23000	20000
MATH/STATISTICIANS	+	+	+	+				+	5	+	28000			
PARALEGAL	+	3	+	19667				+	9	+	19956			
RESEARCH - NONTECHNICAL	1	1	24000	24000	*	*	*	1	4	24000	30250	*	*	*
RESEARCH - TECHNICAL	+	2	+	26000				1	14	24000	29493	*	*	*
TEACHING	2	19	28000	21609	*	*	*	79	268	21845	20549	25000	22660	17000
TOTALS	32	1386						450	6268					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 3 APRIL 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	1	+	$32000				+	44	+	$30409			
MBA--NON-TECH	+	34	+	37425				5	174	$36100	35983	*	*	*
MBA--TECH	+	8	+	48713				+	21	+	42280			
MS-BUSINESS	+	1	+	44000				+	6	+	32917			
ECONOMICS & FINANCE (BANK	+	7	+	40600				+	10	+	36820			
HUMAN RESOURCES (INCL LAB	+	5	+	33280				+	13	+	31031			
MANAGEMENT INFORMATION SY	+	4	+	41900				+	12	+	37200			
MARKETING/MKTNG MGT (RESE	+	3	+	51667				+	5	+	40799			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	+	+	+				+	1	+	15000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	34000				2	15	27046	27662	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				4	23	29822	27601	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	1	25500	25500	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				3	5	26928	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	+	+	+				3	5	27903	29142	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	1	+	28500				1	8	28800	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	40000			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	5	+	45869				+	8	+	42668			
AGRICULTURAL	+	+	+	+				+	2	+	45000			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	40000			
CHEMICAL	+	2	+	41790				+	17	+	41336			
CIVIL	+	5	+	40668				+	38	+	34688			
COMPUTER	+	3	+	36167				3	20	41800	38902	*	*	*
ELECTRICAL/ELECTRONIC	+	27	+	41800				5	137	42158	40654	*	*	*
INDUSTRIAL	+	2	+	54252				2	28	40250	40461	*	*	*
MECHANICAL	+	33	+	41008				+	102	+	40659			
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

WCPA REGIONAL Report No. 3 APRIL 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	2	+	$41500			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	1	+	22800				1	5	$28705	28773	*	*	*
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	27500				+	2	+	27500			
CHEMISTRY	+	6	+	36990				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	9	+	36017				5	50	37471	37778	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	6	+	35667			
MATHEMATICS (INCL ACTUARI	+	+	+	+				+	8	+	35049			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	161						35	793					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/10/93 THROUGH 4/8/93

CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	24	+	$53057				+	82	+	$46051			
MBA--TECH	+	9	+	53000				+	16	+	50131			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	52	+	54802				+	106	+	52277			
MBA--TECH	+	38	+	58333				+	65	+	56070			
OVER 4 YEARS														
MBA--NON-TECH	+	25	+	55692				+	123	+	50754			
MBA--TECH	+	17	+	62482				+	39	+	58540			
TOTALS	+	165						+	431					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/10/93 THROUGH 4/8/93							CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54755				+	5	+	$51604			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	20000				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	55250				+	31	+	54347			
CIVIL	+	1	+	61500				+	2	+	48750			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	16	+	54807				+	24	+	54767			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	7	+	50343				2	21	$53000	50773	*	*	*
METALLURGICAL	+	1	+	57800				1	8	60000	52910	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	25000				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	7	+	54629				4	21	56750	53605	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	1	+	60552			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	2	+	51949				2	7	48000	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	44						9	131					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27883 34 30500/25920			23604 1		26000 1		25351 2	
BUSINESS ADMINISTRATION							25300 1	32000 1	
ECONOMICS & FINANCE	25350 1			28400 3	35500 4	25000 1		33400 5	
MANAGEMENT INFO SYSTEMS							25200 1	32000 3	
MARKETING/MARKETING MANAG	27000 1	41000 1				23500 4	20400 1		
VISUAL & PERFORMING ARTS		20000 1							
POLITICAL SCIENCE/GOVT							25200 1		
AEROSPACE & AERONAUTICAL									30000 1
ARCHITECTURAL ENGINEERING									29500 2
CIVIL ENGINEERING								30000 1	42000 2
COMPUTER ENGINEERING								36000 1	34500 2
ELECTRICAL/ELECTRONIC						35267 3			23000 1
INDUSTRIAL ENGINEERING						30000 1	36000 1	36000 2	31500 2
MECHANICAL ENGINEERING									28500 4
ENGINEERING TECHNOLOGY							28000 1		
AGRIBUSINESS				24000 2					
ANIMAL SCIENCES								30000 1	
COMPUTER SCIENCE						37200 1			
ARCHITECTURAL & ENVIRONME			24260 4						
GEOLOGY & GEOLOGICAL SCI						24960 1		24000 1	

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	27479 15					24360 3			27000 1
BUSINESS ADMINISTRATION		22000 1	20000 1		30000 1	23207 17	24960 1		
ECONOMICS & FINANCE	24000 3					25901 5			
HUMAN RESOURCES (incl. LA						23000 1			
MANAGEMENT INFO SYSTEMS	30000 1								
MARKETING/MARKETING MANAG	23333 3	22800 2				23280 5			24000 1
COMMUNICATIONS				20000 1					
JOURNALISM									18000 1
TELECOMMUNICATIONS/BROADC				26000 1					
MERCHANDISING MANAGEMENT						24000 1			
CRIMINAL JUSTICE						10800 1			
POLITICAL SCIENCE/GOVT						24000 2			
SOCIOLOGY			24000 1						
SOCIAL SCIENCES-OTHER				28000 2					
COMPUTER ENGINEERING	38000 1								
ELECTRICAL/ELECTRONIC	28000 1								
AGRIBUSINESS			19200 1						
ANIMAL SCIENCES					20000 1				
COMPUTER SCIENCE	26100 2					32400 1			
MATHEMATICS	24000 1					27500 1			

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				28800 1		25645 2	25210 9		
BUSINESS ADMINISTRATION			20057 7			26892 2	28224 1	12000 1	
ECONOMICS & FINANCE			20000 1						
MANAGEMENT INFO SYSTEMS									54000 1
MARKETING/MARKETING MANAG	25000 1		21000 2	30000 1					
REAL ESTATE	29000 1								
COMMUNICATIONS			21600 1						
ELEMENTARY EDUCATION					21504 47 32240/16404				
PHYSICAL EDUCATION					23107 3		24000 1		
SPECIAL EDUCATION					21738 9				
HUMAN ECOLOGY (HOME ECONO			21000 1						
FOREIGN LANGUAGES					23466 1				
LETTERS (incl. English)					20412 5				
VISUAL & PERFORMING ARTS					21718 5				
HUMANITIES - OTHER					28000 2				
HISTORY					24327 2				
POLITICAL SCIENCE/GOVT			22500 2		33000 1				
PSYCHOLOGY			23300 2		21600 1				
SOCIOLOGY			21600 2						
SOCIAL SCIENCES-OTHER			20000 1		22000 1				
BIOENGINEERING & BIOMEDIC								12000 1	
CIVIL ENGINEERING							30000 1		
ELECTRICAL/ELECTRONIC						28800 1	24000 1	48000 1	

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ENIVRONMENTAL ENGINEERING							33624 1		
INDUSTRIAL ENGINEERING							28000 1		33000 1
MECHANICAL ENGINEERING			36000 1	38375 4					
ENGINEERING TECHNOLOGY				34600 1					
AGRIBUSINESS			23000 1						
OTHER AGRICULTURAL SCIENC							30000 1		
COMPUTER SCIENCE			21000 1						27600 1
ARCHITECTURAL & ENVIRONME							13200 1		
BIOLOGICAL SCIENCES						24000 1			
MATHEMATICS					21850 2				
PHYSICS							21480 1		

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					28500 1		24000 1		
BUSINESS ADMINISTRATION					29400 1		22000 1		
HUMAN RESOURCES (incl. LA					60000 1				
MARKETING/MARKETING MANAG							29100 1	33800 1	
COMMUNICATIONS			30000 1						
JOURNALISM				24000 1					
PHYSICAL EDUCATION				25000 1					
HUMANITIES - OTHER									23800 1
POLITICAL SCIENCE/GOVT	12000 1			12000 1					
CHEMICAL ENGINEERING									33696 1
CIVIL ENGINEERING				30420 1				28000 1	
COMPUTER ENGINEERING					31900 2				
ELECTRICAL/ELECTRONIC				34000 1	37080 5				
INDUSTRIAL ENGINEERING					36400 1				
MECHANICAL ENGINEERING					35250 2				
METALLURGICAL ENGINEERING				35000 1					
AGRIBUSINESS						29067 3			
ANIMAL SCIENCES				14400 1		15000 1			
PLANT SCIENCES						30000 1			
COMPUTER SCIENCE									44000 1
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P	PETROLEUM	
ACCOUNTING	25140	5														31000	3
BUSINESS ADMINISTRATION	29700	4							14400	1			25000	1			
ECONOMICS & FINANCE			27000	1	24000	3					23000	1					
HUMAN RESOURCES (incl. LA			17292	1													
MANAGEMENT INFO SYSTEMS	35500	1	34000	2			35000	2									
MARKETING/MARKETING MANAG	26600	5	26000	1	30000	1											
HUMANITIES - OTHER	14400	1															
PSYCHOLOGY					26000	1											
CHEMICAL ENGINEERING	36750	2															
COMPUTER ENGINEERING	37500	2	36500	1													
ELECTRICAL/ELECTRONIC	32751	4	31050	5													
INDUSTRIAL ENGINEERING	38976	1	28800	1													
MECHANICAL ENGINEERING	35163	4															
METALLURGICAL ENGINEERING			36400	1													
ENGINEERING TECHNOLOGY	35000	1			26500	1										38808	1
COMPUTER SCIENCE	34413	9	28500	1													
MATHEMATICS	34200	1															

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMINISTRATION			25000 1				23730 2
ECONOMICS & FINANCE							16000 1
HUMAN RESOURCES (incl. LA					36000 1		
MARKETING/MARKETING MANAG	25000 1		30000 1			26200 2	25750 2
COMMUNICATIONS							10800 1
POLITICAL SCIENCE/GOVT						27000 1	
ARCHITECTURAL ENGINEERING					35000 1		
ELECTRICAL/ELECTRONIC						28000 1	
INDUSTRIAL ENGINEERING				28800 1			
MECHANICAL ENGINEERING							33280 1
PLANT SCIENCES							20000 1
COMPUTER SCIENCE			35400 2				36000 1
COMPUTER PROGRAMMING						25500 1	
BIOLOGICAL SCIENCES							30000 1
MATHEMATICS							20004 1

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27788 36 30500/25350	30500 2		27201 4	35500 4	24167 6	24025 4	31427 11	
BACHELOR - TECHNICAL			24260 4	24000 2		32993 6	32000 2	32000 6	31571 14

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26554 22 33600/22500	22533 3	22000 2	25500 4	30000 1	23409 35 31000/20000	24960 1		23000 3
BACHELOR - TECHNICAL	28440 5		19200 1		20000 1	29950 2			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	27000 2		21042 19	29400 2	21961 77 33000/17000	26268 4	25374 11	12000 1	54000 1
BACHELOR - TECHNICAL			26667 3	37620 5	21850 2	26400 2	25758 7	30000 2	30300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	12000 1		30000 1	20333 3	39300 3		25033 3	33800 1	23800 1
BACHELOR - TECHNICAL				28455 4	35610 10	26440 5		28000 1	34565 3

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	26713 16	27658 5	25600 5	35000 2	14400 1	23000 1	25000 1		31000 3
BACHELOR - TECHNICAL	34919 24 45000/28250	31717 9	26500 1						38808 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25000 1		27500 2		36000 1	26467 3	
BACHELOR - TECHNICAL			35400 2	28800 1	35000 1	26750 2	

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31750 2							41000 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	35000 1								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27940 34 30500/27000	26595 32 33600/24000							
BUSINESS ADMINISTRATION									25300 1
ECONOMICS & FINANCE	25350 1	24051 4	32000 1	28000 1	37000 2	35000 1		37333 3	27000 3
MARKETING/MARKETING MANAG	26000 2	27000 1							
AGRIBUSINESS				24000 1					
ANIMAL SCIENCES									30000 1
COMPUTER SCIENCE									26100 2

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ECONOMICS & FINANCE	25000 2							16000 1	
MARKETING/MARKETING MANAG					12000 1		28000 1	22700 2	
COMMUNICATIONS		20000 1							
JOURNALISM						18000 1			
TELECOMMUNICATIONS/BROADC		26000 1							
VISUAL & PERFORMING ARTS				20000 1					
POLITICAL SCIENCE/GOVT								12000 1	
PSYCHOLOGY								25000 1	
SOCIAL SCIENCES-OTHER		28000 2							
CIVIL ENGINEERING								30420 1	
ENGINEERING TECHNOLOGY							26500 1		
OTHER AGRICULTURAL SCIENC								30000 1	
MATHEMATICS	24000 1								

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			31000 1						24953 9
BUSINESS ADMINISTRATION		21215 4	25950 4			14400 1	22344 5	30000 1	27336 3
ECONOMICS & FINANCE			25000 1				24000 3	27500 1	
HUMAN RESOURCES (incl. LA							17292 1		
MARKETING/MARKETING MANAG		30000 1	27300 2				26287 15		
REAL ESTATE							29000 1		
JOURNALISM					24000 1				
MERCHANDISING MANAGEMENT							24000 1		
HUMANITIES - OTHER							14400 1		
CRIMINAL JUSTICE							10800 1		
POLITICAL SCIENCE/GOVT			27000 1	24000 2			25200 1		
PSYCHOLOGY							26000 1		
ELECTRICAL/ELECTRONIC							30000 2		
AGRIBUSINESS			38200 1		24000 1		23500 2		
PLANT SCIENCES						30000 1			
COMPUTER PROGRAMMING			25500 1						
GEOLOGY & GEOLOGICAL SCI							24960 1		
MATHEMATICS							27500 1		

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION									36000 1
HUMANITIES - OTHER									23800 1
CHEMICAL ENGINEERING									36000 1
CIVIL ENGINEERING								30000 1	
ELECTRICAL/ELECTRONIC									38000 1
INDUSTRIAL ENGINEERING									36000 1
MECHANICAL ENGINEERING									34500 1
ARCHITECTURAL & ENVIRONME					13200 1		22880 2		
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MARKETING/MARKETING MANAG								33800 1	
AEROSPACE & AERONAUTICAL								30000 1	
ARCHITECTURAL ENGINEERING								29000 1	30000 1
CHEMICAL ENGINEERING							33696 1		37500 1
CIVIL ENGINEERING								32000 2	39000 2
COMPUTER ENGINEERING			33600 3	36000 1					36500 1
ELECTRICAL/ELECTRONIC			23000 1	40800 1	35004 1	33600 1			33123 15
ENIVRONMENTAL ENGINEERING									33624 1
INDUSTRIAL ENGINEERING									31997 7
MECHANICAL ENGINEERING		35200 1		37400 1			30000 1	40850 2	33431 9
METALLURGICAL ENGINEERING					35000 1		36400 1		
ENGINEERING TECHNOLOGY					34600 1	35000 1		38808 1	28000 1
COMPUTER SCIENCE			33800 4			28500 1			36010 2

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	54000 1								
PHYSICAL EDUCATION									25000 1
BIOENGINEERING & BIOMEDIC									12000 1
BIOLOGICAL SCIENCES									30000 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING						28000 1	-		
BUSINESS ADMINISTRATION						32000 1			
ECONOMICS & FINANCE							32000 1		
HUMAN RESOURCES (incl. LA							60000 1		
MANAGEMENT INFO SYSTEMS					33600 5	30425 4			
COMMUNICATIONS		30000 1							
POLITICAL SCIENCE/GOVT			12000 1						
COMPUTER ENGINEERING					36500 2	37000 1	35000 1		
ELECTRICAL/ELECTRONIC					36000 1				
INDUSTRIAL ENGINEERING							30000 1		
MECHANICAL ENGINEERING							28250 1		
ANIMAL SCIENCES									14700 2
PLANT SCIENCES									20000 1
COMPUTER SCIENCE					31983 6	32400 1	36800 4		
MATHEMATICS					34200 1			20004 1	

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING			35000 1	19200 1					
BUSINESS ADMINISTRATION			22987 3	22676 21 28800/20000					
ECONOMICS & FINANCE		24000 1		24667 3					
HUMAN RESOURCES (incl. LA			36000 1	23000 1					
MANAGEMENT INFO SYSTEMS		35000 1							
MARKETING/MARKETING MANAG				24464 11					
COMMUNICATIONS				16200 2					
ELEMENTARY EDUCATION									21504 47 32240/16404
PHYSICAL EDUCATION									23330 4
SPECIAL EDUCATION									21738 9
HUMAN ECOLOGY (HOME ECONO				21000 1					
FOREIGN LANGUAGES									23466 1
LETTERS (incl. English)									20412 5
VISUAL & PERFORMING ARTS									21718 5
HUMANITIES - OTHER									28000 2
HISTORY									24327 2
POLITICAL SCIENCE/GOVT				26000 3					
PSYCHOLOGY				21600 1					21600 1
SOCIOLOGY				22400 3					
SOCIAL SCIENCES-OTHER				20000 1					22000 1
ARCHITECTURAL ENGINEERING				35000 1					
ELECTRICAL/ELECTRONIC		28000 1							
INDUSTRIAL ENGINEERING		35000 3							

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
AGRIBUSINESS				22100 2					
ANIMAL SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME	25640 2								
BIOLOGICAL SCIENCES							24000 1		
GEOLOGY & GEOLOGICAL SCI								24000 1	
MATHEMATICS									21850 2

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27765 37 30500/25000	26331 37 33600/23004	32000 1	28000 1	37000 2	35000 1		37333 3	26575 4
BACHELOR - TECHNICAL				24000 1					27400 3

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25000 2	25500 4		20000 1	12000 1	18000 1	28000 1	19680 5	
BACHELOR - TECHNICAL	24000 1						26500 1	30210 2	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL		22972 5	26822 9	24000 2	24000 1	14400 1	24157 30 41000/18000	28750 2	25549 12
BACHELOR - TECHNICAL			31850 2		24000 1	30000 1	26577 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									29900 2
BACHELOR - TECHNICAL					13200 1		22880 2	30000 1	34100 5

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL								33800 1	
BACHELOR - TECHNICAL		35200 1	32375 8	38067 3	34868 3	32367 3	33365 3	34787 7	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	54000 1								
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS APRIL 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 4/8/93 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL		30000 1	12000 1		33600 5	30283 6	46000 2		
BACHELOR - TECHNICAL				-	33510 10	34700 2	34350 7	20004 1	16467 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29500 2	27992 5	22952 48 33000/20000					21844 77 32240/17000
BACHELOR - TECHNICAL	25640 2	33250 4		24800 4			24000 1	24000 1	21850 2

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1993

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 8, 1993, through May 6, 1993) and cumulatively (September 1, 1992, and May 6, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	98	410	$27376	$27015	$31200	$27998	$22700	177	1906	$27241	$27817	$30500	$27996	$23038
BUSINESS ADMINISTRATION	23	189	25313	24574	29400	25000	21600	68	534	24227	24570	29400	24000	20000
DISTRIBUTION MANAGEMENT	1	7	25200	23614	*	*	*	1	23	25200	27074	*	*	*
ECONOMICS & FINANCE	17	223	26504	26486	*	*	*	46	570	27275	26842	35000	26200	20400
HOTEL/RESTAURANT MGMT.	2	20	21000	21460	*	*	*	2	39	21000	21737	*	*	*
HUMAN RESOURCES (incl. LA	4	11	18600	20249	*	*	*	8	29	26337	23846	*	*	*
MANAGEMENT INFO SYSTEMS	11	90	31851	28871	*	*	*	22	230	33139	29263	35500	32080	29000
MARKETING/MARKETING MANAG	22	218	23788	24236	27000	25000	18000	59	579	24907	24499	30000	25000	18000
REAL ESTATE	+	+	+	+				1	12	29000	27716	*	*	*
COMMUNICATIONS														
ADVERTISING	2	3	23496	20664	*	*	*	2	21	23496	23209	*	*	*
COMMUNICATIONS	3	39	23433	21742	*	*	*	7	115	21814	21735	*	*	*
JOURNALISM	+	19	+	19472				2	41	21000	19327	*	*	*
TELECOMMUNICATIONS/BROADC	+	10	+	22704				1	21	26000	22926	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	2	53	22196	17284	*	*	*	49	196	21532	19594	24500	22660	16404
PRE-ELEMENTARY EDUCATION	+	2	+	12532				+	16	+	15742			
PHYSICAL EDUCATION	1	2	24000	22272	*	*	*	6	15	23720	21883	*	*	*
SPECIAL EDUCATION	2	19	20704	20388	*	*	*	11	41	21550	20926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	11	23000	21643	*	*	*	2	25	22000	20490	*	*	*
TEXTILES & CLOTHING	+	12	+	23208				+	26	+	22772			
MERCHANDISING MANAGEMENT	+	2	+	23000				1	8	24000	20875	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	6	+	22016				1	11	23466	22051	*	*	*
LETTERS (incl. English)	1	25	22000	20960	*	*	*	6	65	20677	20989	*	*	*
VISUAL & PERFORMING ARTS	3	14	18020	18803	*	*	*	9	36	20295	19797	*	*	*
HUMANITIES - OTHER	1	33	24000	25045	*	*	*	5	45	23640	24513	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	3	22000	17400	*	*	*	2	16	16400	21400	*	*	*
HISTORY	+	13	+	24569				2	38	24327	23524	*	*	*
POLITICAL SCIENCE/GOVT	6	38	26100	25891	*	*	*	15	67	23920	24429	*	*	*
PSYCHOLOGY	5	51	23200	19834	*	*	*	9	96	23356	20313	*	*	*
SOCIOLOGY	1	10	21600	22700	*	*	*	4	27	22200	20458	*	*	*
SOCIAL SCIENCES-OTHER	1	25	25200	23082	*	*	*	5	79	24640	23536	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	16	31344	31954	*	*	*	4	55	31008	31800	*	*	*
AGRICULTURAL ENGINEERING	+	2	+	26500				+	9	+	31567			
ARCHITECTURAL ENGINEERING	+	4	+	29850				3	18	31333	27767	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	23650				1	4	12000	25663	*	*	*
CHEMICAL ENGINEERING	+	113	+	39565				3	446	35732	39756	*	*	*
CIVIL ENGINEERING	2	98	34200	29005	*	*	*	8	324	33853	29293	*	*	*
COMPUTER ENGINEERING	8	70	33574	35094	*	*	*	17	258	34523	34328	*	*	*
ELECTRICAL/ELECTRONIC	11	215	34315	34655	*	*	*	35	719	33392	34325	38000	34992	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$42000				1	2	$33624	$37812	*	*	*
INDUSTRIAL ENGINEERING	3	66	$33333	33349	*	*	*	15	255	32998	33018	*	*	*
MECHANICAL ENGINEERING	5	242	32420	34469	*	*	*	21	862	33811	34600	$37000	$35200	$28500
METALLURGICAL ENGINEERING	+	25	+	32997				2	69	35700	33800	*	*	*
MINING (INCL GEOLOGICAL)	+	5	+	33440				+	22	+	32804			
NUCLEAR ENGINEERING	+	3	+	34440				+	9	+	34738			
PETROLEUM ENGINEERING	+	7	+	37700				+	29	+	39241			
TEXTILE ENGINEERING	+	2	+	36250				+	4	+	37075			
ENGINEERING TECHNOLOGY	1	22	24000	24155	*	*	*	6	69	31151	28922	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	31800				+	3	+	29100			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	8	+	22000				7	20	25343	23190	*	*	*
ANIMAL SCIENCES	+	8	+	21063				4	23	19850	20830	*	*	*
PLANT SCIENCES	+	1	+	25000				2	3	25000	25000	*	*	*
NATURAL RESOURCES	+	10	+	22457				+	15	+	22171			
OTHER AGRICULTURAL SCIENC	+	+	+	+				1	16	30000	25663	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	13	168	32284	31184	*	*	*	33	467	32700	31314	37200	32500	27600
COMPUTER PROGRAMMING	+	8	+	29250				1	22	25500	28780	*	*	*
INFORMATION SCIENCES	+	29	+	30674				+	95	+	29280			
SYSTEMS ANALYSIS	+	1	+	36140				+	2	+	33570			
HEALTH SCIENCES														
ALLIED HEALTH	+	7	+	22101				+	17	+	26876			
HEALTH SCIENCES	+	8	+	20413				+	19	+	21383			
NURSING	+	18	+	34226				+	39	+	31864			
PHARMACY	+	21	+	41436				+	62	+	43215			
SCIENCES														
ACTUARIAL	+	6	+	34287				+	10	+	34352			
ARCHITECTURAL & ENVIRONME	3	13	27600	26846	*	*	*	8	24	24130	24535	*	*	*
BIOLOGICAL SCIENCES	+	15	+	20741				3	39	26667	21726	*	*	*
CHEMISTRY	+	5	+	33266				+	31	+	30622			
GEOLOGY & GEOLOGICAL SCI	+	+	+	+				2	5	24480	27392	*	*	*
MATHEMATICS	+	16	+	27831				6	58	24901	25726	*	*	*
PHYSICS	+	2	+	14400				1	7	21480	22040	*	*	*
OTHER PHYSICAL & EARTH SC	+	6	+	23040				+	11	+	22317			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	29	+	28793				+	29	+	28793			
TOTALS	257	2830						707	9098					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	59	265	$28321	$28038	$31500	$28500	$26400	96	1487	$28107	$28370	$30500	$28500	$26400
ACCOUNTING (PRIVATE)	33	123	27026	25625	32400	27000	21750	70	411	26658	26174	31200	26400	22880
COMMERCIAL BANKING (CONSU	1	27	20400	24704	*	*	*	2	80	26200	23872	*	*	*
COMMERCIAL BANKING (LENDI	1	55	24000	25782	*	*	*	3	99	25333	25675	*	*	*
INVESTMENT BANKING (CORP	+	9	+	27389				2	24	37000	29917	*	*	*
INVESTMENT BANKING (MERG	+	3	+	35667				1	9	35000	32556	*	*	*
INVESTMENT BANKING (REAL	+	2	+	25000				+	8	+	21363			
INVESTMENT BANKING (SALE	+	4	+	36250				3	13	37333	30846	*	*	*
FINANCIAL/TREASURY ANALYS	5	85	26248	28436	*	*	*	12	200	26645	28346	*	*	*
PORTFOLIO MANAGEMENT / BR	+	12	+	23167				3	29	24667	23803	*	*	*
UNDERWRITING	2	18	22750	24433	*	*	*	6	51	24583	24089	*	*	*
INSURANCE - CLAIMS	7	20	25765	23347	*	*	*	7	42	25765	23339	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	18	22000	22886	*	*	*	2	41	21000	24371	*	*	*
MEDIA PLANNING	+	2	+	27250				1	12	12000	21775	*	*	*
REPORTING	+	3	+	14833				1	13	18000	17026	*	*	*
COMMUNICATIONS-PRODUCTION	+	7	+	21431				2	18	27250	22912	*	*	*
PUBLIC RELATIONS	+	19	+	21323				7	38	22689	21458	*	*	*
WRITING / EDITING	+	11	+	20932				+	19	+	21440			
MARKETING														
ADVERTISING	1	6	24996	20846	*	*	*	1	22	24996	22142	*	*	*
BRAND/PRODUCT MANAGEMENT	4	25	31200	23942	*	*	*	9	67	26629	25354	*	*	*
BUYER/MERCHANDISING	1	55	27996	23818	*	*	*	12	152	27758	24483	*	*	*
DISTRIBUTION	+	6	+	25410				2	27	24000	27906	*	*	*
MARKET RESEARCH	+	8	+	23013				2	35	24000	23600	*	*	*
PURCHASING	1	2	29000	20500	*	*	*	3	6	24467	22400	*	*	*
SALES	26	180	24468	25056	27600	26000	16800	62	524	24522	25458	28000	25100	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	2	24	24600	20179	*	*	*	4	36	26675	21382	*	*	*
GOV'T-FINANCE, TAXATION,	10	26	23505	23952	*	*	*	22	57	24620	23920	28224	24750	22000
ECONOMIC PROGRAMS	+	5	+	20967				+	8	+	20863			
LAW ENFORCEMENT	1	6	22000	26200	*	*	*	1	20	22000	24148	*	*	*
MILITARY	+	22	+	23142				+	38	+	24337			
NATIONAL SECURITY	+	1	+	36600				+	4	+	32700			
URBAN / REGIONAL PLANNING	1	6	36000	27907	*	*	*	2	14	24600	25096	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	26667				+	5	+	30800			
DESIGN / CONSTRUCT	3	139	30000	30875	*	*	*	5	443	27152	30971	*	*	*
ENVIRONMENTAL/SANITATION	1	8	20800	30170	*	*	*	2	62	25400	31513	*	*	*
MANUFACTURING/INDUSTRIAL	+	121	+	34836				7	449	32900	34922	*	*	*
SYSTEMS / PROGRAMMING	1	37	27000	33910	*	*	*	1	110	27000	33114	*	*	*
POWER SYSTEMS	+	20	+	33919				1	91	35200	34279	*	*	*
SOFTWARE DESIGN & DEVELOP	9	55	34244	34653	*	*	*	17	171	33365	33827	*	*	*
HARDWARE DESIGN & DEVELOP	6	71	33333	35934	*	*	*	9	163	34911	35783	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	14	+	$33056				3	95	$34868	$35381	*	*	*
TESTING	2	19	$28734	34431	*	*	*	5	59	30914	33068	*	*	*
PROCESS ENGINEERING	+	83	+	38856				3	311	33365	39281	*	*	*
PROJECT ENGINEERING	2	75	46116	35046	*	*	*	10	281	36954	35202	*	*	*
OTHER ENGINEERING	12	203	35308	34083	*	*	*	52	723	33866	34018	$38000	$34800	$28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	11	+	19540				1	21	54000	22312	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	+	7	+	23644				+	13	+	26589			
NURSES / PERSONAL CARE	+	18	+	34226				+	43	+	31463			
OCCUPATIONAL THERAPY	+	2	+	14840				+	6	+	27120			
PHARMACIST	+	21	+	41436				+	52	+	43215			
PHYSICAL THERAPY	+	1	+	13500				+	5	+	22600			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	19	24000	20532	*	*	*	5	43	22496	20713	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	2	12	24350	19577	*	*	*	2	30	24350	19559	*	*	*
COUNSELING	2	19	16200	19096	*	*	*	3	38	20800	20101	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	12000	15550	*	*	*
SOCIAL WORK	+	10	+	18787				+	27	+	19679			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	122	30832	29100	*	*	*	20	332	32863	29345	38000	33350	27600
INFORMATION SYSTEMS	8	49	31238	30089	*	*	*	16	217	31313	30139	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	72	30898	30309	*	*	*	15	169	34523	31467	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	33769				1	15	20004	30449	*	*	*
AGRICULTUR/NATURAL RESOU	+	14	+	22165				3	43	16467	21696	*	*	*
ARCHITECTURE	1	4	21600	23825	*	*	*	3	12	24293	22182	*	*	*
CONSULTING	+	132	+	30493				6	376	32000	31299	*	*	*
HUMAN RESOURCES	2	21	27600	22429	*	*	*	7	47	27880	23006	*	*	*
MANAGEMENT TRAINEE	33	284	23024	23862	$27000	$22200	$18000	85	625	23067	23736	28500	23000	19200
MATH/STATISTICIANS	+	2	+	23500				+	7	+	26714			
PARALEGAL	+	2	+	23000				+	11	+	20509			
RESEARCH - NONTECHNICAL	+	3	+	22907				1	7	24000	27103	*	*	*
RESEARCH - TECHNICAL	+	7	+	27541				1	21	24000	28842	*	*	*
TEACHING	5	86	19506	18779	*	*	*	84	354	21705	20119	25000	22660	16404
TOTALS	257	2830						707	9098					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 4 MAY 1993

Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	4	24	$31500	$31813	*	*	*	4	68	$31500	$30904	*	*	*
MBA--NON-TECH	+	48	+	38505				5	222	36100	36528	*	*	*
MBA--TECH	+	20	+	45925				+	41	+	44058			
MS-BUSINESS	+	1	+	38000				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	5	+	34255				+	15	+	35965			
HUMAN RESOURCES (INCL LAB	+	+	+	+				+	13	+	31031			
MANAGEMENT INFORMATION SY	+	1	+	38400				+	13	+	37292			
MARKETING/MKTNG MGT (RESE	+	2	+	47000				+	7	+	42571			
COMMUNICATIONS														
ADVERTISING	+	1	+	31000				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	32000				+	2	+	23500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	15	27046	27662	*	*	*
ELEMENTARY EDUCATION	1	2	30000	25500	*	*	*	5	25	29858	27433	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	1	25500	25500	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	+	+	+				3	5	26928	25457	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	1	+	23000				3	6	27903	28118	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	+	+	+				1	8	28800	33413	*	*	*
SOCIAL SCIENCES - OTHER	+	1	+	36240				+	2	+	38120			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	43167				+	11	+	42804			
AGRICULTURAL	+	1	+	45000				+	3	+	45000			
BIOENGINEERING & BIOMEDIC	+	1	+	36000				+	2	+	38000			
CHEMICAL	+	4	+	42500				+	21	+	41558			
CIVIL	+	16	+	33991				+	54	+	34482			
COMPUTER	+	10	+	40198				3	30	41800	39334	*	*	*
ELECTRICAL/ELECTRONIC	3	60	42333	42275	*	*	*	8	197	42224	41148	*	*	*
INDUSTRIAL	1	5	42000	39249	*	*	*	3	33	40833	40277	*	*	*
MECHANICAL	3	44	39336	41275	*	*	*	3	146	39336	40845	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	38000			

continued

WCPA REGIONAL Report No. 4 MAY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	1	+	$47000				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	+	+	+			
HEALTH SCIENCES	+	2	+	31500				1	7	$28705	29552	*	*	*
NURSING	+	+	+	+				+	3	+	29390			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	1	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	+	+	+				+	13	+	35310			
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	36	$37300	38183	*	*	*	7	86	37422	37948	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	34000				+	8	+	35250			
MATHEMATICS (INCL ACTUARI	+	1	+	42000				+	9	+	35822			
PHYSICS	+	+	+	+				+	2	+	42000			
POLYMER	+	1	+	37000				+	1	+	37000			
TOTALS	14	294						49	1087					

Data Combined for Men and Women)

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/8/93 THROUGH 5/6/93

GRADUATE L TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
VER 1 TO 2 YEARS							
MBA--NON-TECH	+	43	+	$47297			
MBA--TECH	+	16	+	55875			
VER 2 TO 4 YEARS							
MBA--NON-TECH	+	83	+	53687			
MBA--TECH	+	36	+	56152			
ER 4 YEARS							
MBA--NON-TECH	+	62	+	56358			
MBA--TECH	+	20	+	59505			
TOTALS	+	260					

CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
+	125	+	$46479			
+	32	+	53003			
+	189	+	52896			
+	101	+	56100			
+	185	+	52632			
+	59	+	58867			
+	691					

rs of previous full-time, nonmilitary employment
entiles are computed on regional data
computed for fewer than 20 offers
offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/8/93 THROUGH 5/6/93							CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$45000				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	9	+	54524				+	14	+	53481			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	48571			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	23000				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	34350				+	2	+	34350			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	20000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	4	+	57000				+	35	+	54650			
CIVIL	+	1	+	65000				+	3	+	54167			
COMPUTER	+	5	+	56533				+	5	+	56533			
ELECTRICAL/ELECTRONIC	+	16	+	59326				+	40	+	56591			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	6	+	54736				2	27	$53000	51654	*	*	*
METALLURGICAL	+	5	+	52296				1	13	60000	52674	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	25000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	2	+	40500				4	23	56750	52465	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	3	+	36833				+	4	+	42763			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	+	+	+				2	7	48000	51971	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	55						9	186					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28161 93 35000/26400			24402 2		35500 2		25351 2	30000 1
BUSINESS ADMINISTRATION							25300 1	28900 2	
ECONOMICS & FINANCE	25350 1			25920 5	35500 4	25000 1		31753 6	
HOTEL/RESTAURANT MGMT.							24000 1		
MANAGEMENT INFO SYSTEMS							25200 1	31875 4	
MARKETING/MARKETING MANAG	27000 1	41000 1				23500 4	22700 2	32000 1	
ADVERTISING		24996 1							
VISUAL & PERFORMING ARTS		20000 1							
POLITICAL SCIENCE/GOVT							25200 1		
AEROSPACE & AERONAUTICAL						19200 1			30000 1
ARCHITECTURAL ENGINEERING									29500 2
CIVIL ENGINEERING								30000 1	42800 3
COMPUTER ENGINEERING							24492 1	36000 1	34500 2
ELECTRICAL/ELECTRONIC						35267 3			23000 1
INDUSTRIAL ENGINEERING						30000 1	36000 1	36000 2	31500 2
MECHANICAL ENGINEERING									27867 6
ENGINEERING TECHNOLOGY							28000 1		
AGRIBUSINESS				24000 2					
ANIMAL SCIENCES								30000 1	
COMPUTER SCIENCE						37200 1			
ARCHITECTURAL & ENVIRONME			23728 5						
GEOLOGY & GEOLOGICAL SCI						24960 1		24000 1	

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	26685 24 33600/24000	29598 2				23469 4			27000 1
BUSINESS ADMINISTRATION	25000 2	22000 1	20000 1	24000 4	30000 1	22913 24 28800/20000	24960 1		
ECONOMICS & FINANCE	24480 5			27285 3		26463 8			
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RESOURCES (incl. LA						20500 2			
MANAGEMENT INFO SYSTEMS	27000 2								
MARKETING/MARKETING MANAG	23333 3	22800 2		20000 1		23309 11			24000 1
ADVERTISING			21996 1						
COMMUNICATIONS				20000 1					
JOURNALISM									18000 1
TELECOMMUNICATIONS/BROADC				26000 1					
HUMAN ECOLOGY (HOME ECONO						23000 1			
MERCHANDISING MANAGEMENT						24000 1			
LETTERS (incl. English)									22000 1
VISUAL & PERFORMING ARTS						10560 1			
CRIMINAL JUSTICE						10800 1			
POLITICAL SCIENCE/GOVT				28000 1		24000 2			
PSYCHOLOGY	22000 1	28500 1				24000 1		18000 1	
SOCIOLOGY			24000 1						
SOCIAL SCIENCES-OTHER				28000 2					
COMPUTER ENGINEERING	38000 1								
ELECTRICAL/ELECTRONIC	28000 1								
AGRIBUSINESS			19200 1						

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ANIMAL SCIENCES					20000 1				
COMPUTER SCIENCE	26100 2					32400 1			
MATHEMATICS	24000 1					27500 1			

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				28800 1	11733 1	22684 7	25317 14		27000 1
BUSINESS ADMINISTRATION			20400 9			26892 2	28224 1	12000 1	
DISTRIBUTION MANAGEMENT						25200 1			
ECONOMICS & FINANCE			20000 1						
HUMAN RESOURCES (incl. LA						25200 1			14400 1
MANAGEMENT INFO SYSTEMS				30000 1					49800 2
MARKETING/MARKETING MANAG	25000 1	25920 1	21200 3	30000 1					
REAL ESTATE	29000 1								
COMMUNICATIONS			21600 2						
ELEMENTARY EDUCATION					21532 49 32240/16404				
PHYSICAL EDUCATION					23107 3		24000 1		
SPECIAL EDUCATION					21550 11				
HUMAN ECOLOGY (HOME ECONO			21000 1						
FOREIGN LANGUAGES					23466 1				
LETTERS (incl. English)					20412 5				
VISUAL & PERFORMING ARTS					21718 5				
HUMANITIES - OTHER					26667 3				
CRIMINAL JUSTICE						22000 1			
HISTORY					24327 2				
POLITICAL SCIENCE/GOVT			22500 2		33000 1			22900 1	
PSYCHOLOGY			23300 2		21600 1	23500 1			
SOCIOLOGY			21600 3						
SOCIAL SCIENCES-OTHER			20000 1		22000 1	25200 1			

RAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT

CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BIOENGINEERING & BIOMEDIC								12000 1	
CIVIL ENGINEERING				24000 1			30000 1		
ELECTRICAL/ELECTRONIC						28638 2	30000 2	48000 1	
ENIVRONMENTAL ENGINEERING							33624 1		
INDUSTRIAL ENGINEERING							30200 2		33000 1
MECHANICAL ENGINEERING			36000 1	37840 5					
ENGINEERING TECHNOLOGY				34600 1					
AGRIBUSINESS			23000 1						
OTHER AGRICULTURAL SCIENC							30000 1		
COMPUTER SCIENCE			23700 2						27600 1
ARCHITECTURAL & ENVIRONME							24800 3		
BIOLOGICAL SCIENCES						24000 1			
MATHEMATICS					21850 2				
PHYSICS							21480 1		

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					28275 4		24000 1	42000 1	
BUSINESS ADMINISTRATION					29039 5		22000 1	30000 2	
HUMAN RESOURCES (incl. LA					60000 1				
MARKETING/MARKETING MANAG							29100 1	33800 1	25700 2
COMMUNICATIONS			30000 1						26500 1
JOURNALISM				24000 1					
PHYSICAL EDUCATION				25000 1					
HUMANITIES - OTHER									23800 1
POLITICAL SCIENCE/GOVT	12000 1			12000 1					
AEROSPACE & AERONAUTICAL					37416 2				
CHEMICAL ENGINEERING									33696 1
CIVIL ENGINEERING				30420 1				28000 1	
COMPUTER ENGINEERING					33775 4				
ELECTRICAL/ELECTRONIC				34000 1	37080 5				
INDUSTRIAL ENGINEERING					35700 2				
MECHANICAL ENGINEERING					35925 4				
METALLURGICAL ENGINEERING				35000 1					
AGRIBUSINESS						29067 3			
ANIMAL SCIENCES				14400 1		15000 1			
PLANT SCIENCES						30000 1			
COMPUTER SCIENCE					31596 1				44000 1
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	26624	9	14400	1					30000	1							31000	3
BUSINESS ADMINISTRATION	29700	4			36000	1			14400	1			25000	1				
ECONOMICS & FINANCE	26000	1	27000	1	24000	3	12000	1			23000	1						
HUMAN RESOURCES (incl. LA			17292	1														
MANAGEMENT INFO SYSTEMS	33140	5	31412	5			35000	2										
MARKETING/MARKETING MANAG	26600	5	26000	1	27364	5	16800	1							27000	1		
HUMANITIES - OTHER	14400	1																
POLITICAL SCIENCE/GOVT	25500	1			28000	1												
PSYCHOLOGY					26000	1												
CHEMICAL ENGINEERING	36750	2																
COMPUTER ENGINEERING	33400	3	40367	3														
ELECTRICAL/ELECTRONIC	33714	7	32361	9														
INDUSTRIAL ENGINEERING	38976	1	28800	1														
MECHANICAL ENGINEERING	35163	4																
METALLURGICAL ENGINEERING			36400	1														
ENGINEERING TECHNOLOGY	35000	1			26500	1											38808	1
COMPUTER SCIENCE	33968	18	28500	1														
MATHEMATICS	34200	1																

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							22398 2
BUSINESS ADMINISTRATION			25000 1				23730 2
ECONOMICS & FINANCE						33300 2	26533 3
HUMAN RESOURCES (incl. LA					36000 1		16800 1
MARKETING/MARKETING MANAG	25000 1		30000 1			21840 5	25750 2
COMMUNICATIONS						22200 1	10800 1
PHYSICAL EDUCATION							24000 1
VISUAL & PERFORMING ARTS						21750 2	
POLITICAL SCIENCE/GOVT						26400 3	
ARCHITECTURAL ENGINEERING					35000 1		
COMPUTER ENGINEERING						30000 1	33000 1
ELECTRICAL/ELECTRONIC						33333 3	
INDUSTRIAL ENGINEERING				28800 1			32600 1
MECHANICAL ENGINEERING							33280 1
ENGINEERING TECHNOLOGY							24000 1
PLANT SCIENCES							20000 1
COMPUTER SCIENCE			33933 3			28992 1	36000 1
COMPUTER PROGRAMMING						25500 1	
BIOLOGICAL SCIENCES							30000 1
MATHEMATICS							20004 1

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28119 95 35000/26400	28665 3		25486 7	35500 4	27143 7	24183 6	30568 15	30000 1
BACHELOR - TECHNICAL			23728 5	24000 2		31023 7	29497 3	32000 6	31741 17

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25915 37 33600/22000	25883 6	20999 4	25220 13	30000 1	23094 56 31200/18720	24960 1	18000 1	22750 4
BACHELOR - TECHNICAL	28440 5		19200 1		20000 1	29950 2			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	27000 2	25920 1	21158 24 25000/20000	29600 3	21838 83 33000/16404	23834 14	25416 16	17450 2	35250 4
BACHELOR - TECHNICAL			26600 4	35400 7	21850 2	27092 3	28173 11	30000 2	30300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	12000 1		30000 1	20333 3	31830 10		25033 3	33950 4	25425 4
BACHELOR - TECHNICAL				28455 4	35668 18	26440 5		28000 1	34565 3

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	27808 26 36000/24000	26861 9	27165 11	24700 4	22200 2	23000 1	25000 1	27000 1	31000 3
BACHELOR - TECHNICAL	34323 37 45000/28250	33737 15	26500 1						38808 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25000 1		27500 2		36000 1	24669 13	
BACHELOR - TECHNICAL			33933 3	28800 1	35000 1	30749 6	

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31750 2							41000 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	35000 1								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			24000 4						
ECONOMICS & FINANCE	25000 2	25500 1	28178 2					16000 1	
MARKETING/MARKETING MANAG		20000 1			12000 1		28000 1	22700 2	
COMMUNICATIONS		20000 1							
JOURNALISM						18000 1			
TELECOMMUNICATIONS/BROADC		26000 1							
LETTERS (incl. English)				22000 1					
VISUAL & PERFORMING ARTS				20000 1					
POLITICAL SCIENCE/GOVT			28000 1					12000 1	
PSYCHOLOGY								25000 1	
SOCIAL SCIENCES-OTHER		28000 2							
CIVIL ENGINEERING								30420 1	
ENGINEERING TECHNOLOGY							26500 1		
OTHER AGRICULTURAL SCIENC								30000 1	
MATHEMATICS	24000 1								

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			31000 1						24191 19
BUSINESS ADMINISTRATION		26208 8	26359 5			21700 2	22953 6	30000 1	27336 3
ECONOMICS & FINANCE			25000 1				24900 4	25750 2	
HOTEL/RESTAURANT MGMT.							24000 1		
HUMAN RESOURCES (incl. LA							17292 1		
MARKETING/MARKETING MANAG		30000 1	27300 2				25246 29 41000/18000		
REAL ESTATE							29000 1		
ADVERTISING	24996 1								
COMMUNICATIONS							26500 1		
JOURNALISM					24000 1				
MERCHANDISING MANAGEMENT							24000 1		
VISUAL & PERFORMING ARTS							18020 3		
HUMANITIES - OTHER							14400 1		
CRIMINAL JUSTICE							10800 1		
POLITICAL SCIENCE/GOVT			27000 1	24000 2			26350 4		
PSYCHOLOGY							25000 2		
ELECTRICAL/ELECTRONIC							32000 3		
AGRIBUSINESS			38200 1		24000 1		23500 2		
PLANT SCIENCES						30000 1			
COMPUTER PROGRAMMING			25500 1						
ARCHITECTURAL & ENVIRONME								25200 1	
GEOLOGY & GEOLOGICAL SCI							24960 1		
MATHEMATICS							27500 1		

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION									36000 1
HUMANITIES - OTHER									23800 1
CRIMINAL JUSTICE		22000 1							
CHEMICAL ENGINEERING									36000 1
CIVIL ENGINEERING								30000 1	
ELECTRICAL/ELECTRONIC							33000 2		38000 1
INDUSTRIAL ENGINEERING									36000 1
MECHANICAL ENGINEERING								20800 1	34500 1
ENGINEERING TECHNOLOGY							24000 1		
ARCHITECTURAL & ENVIRONME					24600 2		22880 2		
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS			45600 1						
MARKETING/MARKETING MANAG								33800 1	
AEROSPACE & AERONAUTICAL	27000 1							38916 2	
ARCHITECTURAL ENGINEERING								29000 1	30000 1
CHEMICAL ENGINEERING							33696 1		37500 1
CIVIL ENGINEERING								36133 3	34000 3
COMPUTER ENGINEERING			32989 9	36000 1					42250 2
ELECTRICAL/ELECTRONIC			28500 2	36933 3	35004 1	31038 2			33676 19
ENIVRONMENTAL ENGINEERING									33624 1
INDUSTRIAL ENGINEERING									32375 9
MECHANICAL ENGINEERING		35200 1		37400 1			30000 1	40850 2	34014 13
METALLURGICAL ENGINEERING					35000 1		36400 1		
ENGINEERING TECHNOLOGY					34600 1	35000 1		38808 1	28000 1
COMPUTER SCIENCE			33540 5	32500 4		28746 2			36010 2

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	54000 1								
PHYSICAL EDUCATION									24500 2
BIOENGINEERING & BIOMEDIC									12000 1
BIOLOGICAL SCIENCES									30000 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING						28000 1			
BUSINESS ADMINISTRATION						32000 1			
ECONOMICS & FINANCE							32000 1		
HUMAN RESOURCES (incl. LA		14400 1					60000 1		
MANAGEMENT INFO SYSTEMS					31837 7	30967 12			
MARKETING/MARKETING MANAG					32000 1				
COMMUNICATIONS		30000 1							
POLITICAL SCIENCE/GOVT			12000 1						
PSYCHOLOGY	23500 1	18000 1							
SOCIAL SCIENCES-OTHER	25200 1								
COMPUTER ENGINEERING					36500 2	37000 1	29746 2		
ELECTRICAL/ELECTRONIC					36000 1				
INDUSTRIAL ENGINEERING							30000 1		
MECHANICAL ENGINEERING							28250 1		
ANIMAL SCIENCES									14700 2
PLANT SCIENCES									20000 1
COMPUTER SCIENCE					32400 8	32400 1	34233 9		
MATHEMATICS					34200 1			20004 1	

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING			35000 1	19200 1					11733 1
BUSINESS ADMINISTRATION			24740 4	22542 31 28800/20000					
DISTRIBUTION MANAGEMENT				25200 1					
ECONOMICS & FINANCE		24000 1		27233 6					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RESOURCES (incl. LA			30600 2	19267 3					
MANAGEMENT INFO SYSTEMS		35000 1							
MARKETING/MARKETING MANAG				23544 16					
ADVERTISING				21996 1					
COMMUNICATIONS				19050 4					
ELEMENTARY EDUCATION									21532 49 32240/16404
PHYSICAL EDUCATION									23330 4
SPECIAL EDUCATION									21550 11
HUMAN ECOLOGY (HOME ECONO				22000 2					
FOREIGN LANGUAGES									23466 1
LETTERS (incl. English)									20412 5
VISUAL & PERFORMING ARTS									21718 5
HUMANITIES - OTHER				24000 1					28000 2
HISTORY									24327 2
POLITICAL SCIENCE/GOVT				25875 4					
PSYCHOLOGY				24033 3					21600 1
SOCIOLOGY				22200 4					
SOCIAL SCIENCES-OTHER				20000 1					22000 1

RAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

URRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
EROSPACE & AERONAUTICAL				19200 1					
RCHITECTURAL ENGINEERING				35000 1					
LECTRICAL/ELECTRONIC		28000 1							
NDUSTRIAL ENGINEERING		35000 3		32600 1					
GRIBUSINESS				22100 2					
NIMAL SCIENCES				20000 1					
RCHITECTURAL & ENVIRONME	24293 3								
IOLOGICAL SCIENCES							24000 1		
EOLOGY & GEOLOGICAL SCI								24000 1	
ATHEMATICS									21850 2

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28107 96 35000/26400	26658 70 45000/22880	26200 2	26000 2	37000 2	35000 1		37333 3	26393 9
BACHELOR - TECHNICAL				24000 1					27400 3

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25000 2	24583 6	25765 7	21000 2	12000 1	18000 1	28000 1	19680 5	
BACHELOR - TECHNICAL	24000 1						26500 1	30210 2	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	24996 1	26629 9	26940 10	24000 2	24000 1	21700 2	24089 55 41000/17292	27167 3	24620 22 28244/22000
BACHELOR - TECHNICAL			31850 2		24000 1	30000 1	27923 7	25200 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22000 1							29900 2
BACHELOR - TECHNICAL					24600 2		27152 5	25400 2	34100 5

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			45600 1					33800 1	
BACHELOR - TECHNICAL	27000 1	35200 1	32600 16	34911 9	34868 3	30914 5	33365 3	37304 9	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	54000 1								
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS MAY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 5/6/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTUR/NAT	
BACHELOR - NON TECHNICAL	24350	2	20800	3	12000	1			31858	8	30829	14	46000	2				
BACHELOR - TECHNICAL									33533	12	34700	2	32757	13	20004	1	16467	3

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESOURCE		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCH - NON		RESEARCH - TEC		TEACHING	
BACHELOR - NON TECHNICAL			29500	2	27880	7	22908 36000/18000	79									21702 32240/16404	82
BACHELOR - TECHNICAL	24293	3	33250	4			25167	6					24000	1	24000	1	21850	2

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1993

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 6, 1993, through June 10, 1993) and cumulatively (September 1, 1992, and June 10, 1993).

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WCPA REGIONAL Report No. 5 JULY 1993

(Data Combined for Men and Women)

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	651	+	$27653				177	2557	$27241	$27775	$30500	$27996	$23038
BUSINESS ADMINISTRATION	1	369	$25000	24290	*	*	*	69	903	24238	24456	29400	24000	20000
DISTRIBUTION MANAGEMENT	+	15	+	24000				1	38	25200	25861	*	*	*
ECONOMICS & FINANCE	7	446	23829	27155	*	*	*	53	1016	26819	26979	33600	26000	20400
HOTEL/RESTAURANT MGMT.	+	47	+	19586				2	86	21000	20561	*	*	*
HUMAN RESOURCES (incl. LA	+	23	+	21696				8	52	26337	22895	*	*	*
MANAGEMENT INFO SYSTEMS	1	68	37200	30149	*	*	*	23	298	33316	29465	37000	32160	29000
MARKETING/MARKETING MANAG	9	377	25667	24851	*	*	*	68	956	25008	24638	30000	25000	19200
REAL ESTATE	+	1	+	18000				1	13	29000	26968	*	*	*
COMMUNICATIONS														
ADVERTISING	+	12	+	19333				2	33	23496	21800	*	*	*
COMMUNICATIONS	+	54	+	22006				7	169	21814	21821	*	*	*
JOURNALISM	+	35	+	20555				2	76	21000	19893	*	*	*
TELECOMMUNICATIONS/BROADC	+	13	+	23423				1	34	26000	23116	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	37	+	22855				49	233	21532	20112	24500	22660	16404
PRE-ELEMENTARY EDUCATION	+	14	+	17247				+	30	+	16444			
PHYSICAL EDUCATION	+	2	+	17182				6	17	23720	21330	*	*	*
SPECIAL EDUCATION	+	10	+	22892				11	51	21550	21311	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	21	+	20604				2	46	22000	20542	*	*	*
TEXTILES & CLOTHING	+	14	+	21031				+	40	+	22163			
MERCHANDISING MANAGEMENT	+	7	+	21914				1	15	24000	21360	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	15	+	24680				1	26	23466	23568	*	*	*
LETTERS (incl. English)	+	45	+	21250				6	110	20677	21096	*	*	*
VISUAL & PERFORMING ARTS	+	16	+	22625				9	52	20295	20667	*	*	*
HUMANITIES - OTHER	+	26	+	25250				5	71	23640	24783	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	18	+	21864				2	34	16400	21645	*	*	*
HISTORY	+	24	+	22094				2	62	24327	22970	*	*	*
POLITICAL SCIENCE/GOVT	2	58	24100	24933	*	*	*	17	125	23941	24663	*	*	*
PSYCHOLOGY	1	51	23500	20860	*	*	*	10	147	23370	20503	*	*	*
SOCIOLOGY	+	17	+	22988				4	44	22200	21436	*	*	*
SOCIAL SCIENCES-OTHER	1	57	19000	20779	*	*	*	6	136	23700	22380	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	26	+	31303				4	81	31008	31641	*	*	*
AGRICULTURAL ENGINEERING	+	5	+	30206				+	14	+	31081			
ARCHITECTURAL ENGINEERING	+	11	+	29792				3	29	31333	28535	*	*	*
BIOENGINEERING & BIOMEDIC	+	9	+	31411				1	13	12000	29642	*	*	*
CHEMICAL ENGINEERING	+	162	+	39722				3	608	35732	39747	*	*	*
CIVIL ENGINEERING	2	190	31250	29134	*	*	*	10	514	33332	29234	*	*	*
COMPUTER ENGINEERING	1	79	36504	31832	*	*	*	18	337	34633	33743	*	*	*
ELECTRICAL/ELECTRONIC	4	289	39890	33985	*	*	*	39	1008	34059	34228	38400	35000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	4	+	$28448				1	6	$33624	$31569	*	*	*
INDUSTRIAL ENGINEERING	1	126	$36050	32564	*	*	*	16	381	33189	32868	*	*	*
MECHANICAL ENGINEERING	4	339	36450	34372	*	*	*	25	1201	34233	34535	$38400	$35200	$28500
METALLURGICAL ENGINEERING	2	18	35000	34786	*	*	*	4	87	3535/	34004	*	*	*
MINING (INCL GEOLOGICAL)	+	16	+	30450				+	38	+	31813			
NUCLEAR ENGINEERING	+	4	+	34453				+	13	+	34650			
PETROLEUM ENGINEERING	+	10	+	36780				+	39	+	38610			
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	1	51	36000	27365	*	*	*	7	120	31844	28260	*	*	*
INDUSTRIAL TECHNOLOGY	+	9	+	29757				+	12	+	29593			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	17	28000	21626	*	*	*	8	37	25675	22471	*	*	*
ANIMAL SCIENCES	+	1	+	18778				4	24	19850	20745	*	*	*
PLANT SCIENCES	+	+	+	+				2	3	25000	25000	*	*	*
NATURAL RESOURCES	1	4	17000	15960	*	*	*	1	19	17000	20863	*	*	*
OTHER AGRICULTURAL SCIENC	+	4	+	25890				1	20	30000	25708	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	123	38400	30739	*	*	*	34	590	32868	31195	38000	32500	27600
COMPUTER PROGRAMMING	+	14	+	32893				1	36	25500	30379	*	*	*
INFORMATION SCIENCES	+	37	+	29848				+	132	+	29440			
SYSTEMS ANALYSIS	+	2	+	31360				+	4	+	32465			
HEALTH SCIENCES														
ALLIED HEALTH	+	19	+	26357				+	36	+	26602			
HEALTH SCIENCES	+	11	+	25400				+	30	+	22856			
NURSING	+	94	+	31881				+	133	+	31876			
PHARMACY	+	15	+	41065				+	77	+	42796			
SCIENCES														
ACTUARIAL	+	14	+	32398				+	24	+	33212			
ARCHITECTURAL & ENVIRONMF	1	12	39300	21935	*	*	*	9	36	25816	23668	*	*	*
BIOLOGICAL SCIENCES	+	20	+	22832				3	59	26667	22101	*	*	*
CHEMISTRY	+	16	+	27728				+	47	+	29637			
GEOLOGY & GEOLOGICAL SCI	+	3	+	28933				2	8	24480	27970	*	*	*
MATHEMATICS	+	32	+	26778				6	90	24901	26100	*	*	*
PHYSICS	+	3	+	24333				1	10	21480	22728	*	*	*
OTHER PHYSICAL & EARTH SC	+	4	+	21799				+	15	+	22179			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	41	4336						748	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	+	454	+	$28281				96	1941	$28107	$28350	$30500	$28500	$26400
ACCOUNTING (PRIVATE)	1	173	$20000	25760	*	*	*	71	584	26565	26051	31200	26400	22880
COMMERCIAL BANKING (CONSU	+	37	+	23722				2	117	26200	23825	*	*	*
COMMERCIAL BANKING (LENDI	+	83	+	26583				3	182	25333	26089	*	*	*
INVESTMENT BANKING (CORP	+	18	+	29361				2	42	37000	29679	*	*	*
INVESTMENT BANKING (MERG	+	1	+	29000				1	10	35000	32200	*	*	*
INVESTMENT BANKING (REAL	+	4	+	24510				+	12	+	22412			
INVESTMENT BANKING (SALE	+	24	+	28981				3	37	37333	29636	*	*	*
FINANCIAL/TREASURY ANALYS	+	123	+	27961				12	323	26645	28199	*	*	*
PORTFOLIO MANAGEMENT / BR	+	24	+	24199				3	53	24667	23982	*	*	*
UNDERWRITING	1	41	26000	25960	*	*	*	7	92	24786	24922	*	*	*
INSURANCE - CLAIMS	+	38	+	22293				7	80	25765	22842	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	10	29000	22000	*	*	*	3	40	23667	20831	*	*	*
MEDIA PLANNING	+	10	+	20750				1	22	12000	21309	*	*	*
REPORTING	+	12	+	19125				1	25	18000	18034	*	*	*
COMMUNICATIONS-PRODUCTION	+	15	+	20333				2	33	27250	21740	*	*	*
PUBLIC RELATIONS	+	15	+	21169				7	53	22689	21376	*	*	*
WRITING / EDITING	+	13	+	22915				+	32	+	22039			
MARKETING														
ADVERTISING	1	15	20000	21853	*	*	*	2	37	22498	22025	*	*	*
BRAND/PRODUCT MANAGEMENT	+	36	+	25839				9	103	26629	25524	*	*	*
BUYER/MERCHANDISING	+	87	+	24644				12	239	27758	24541	*	*	*
DISTRIBUTION	+	29	+	26396				2	56	24000	27124	*	*	*
MARKET RESEARCH	+	26	+	27302				2	61	24000	25178	*	*	*
PURCHASING	+	7	+	26091				3	13	24467	24387	*	*	*
SALES	7	365	26014	25893	*	*	*	69	889	24673	25637	29000	25500	17292
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	+	9	+	23742				4	45	26675	21854	*	*	*
GOV'T-FINANCE, TAXATION,	+	22	+	27491				22	79	24620	24914	28224	24750	22000
ECONOMIC PROGRAMS	+	4	+	21625				+	12	+	21197			
LAW ENFORCEMENT	+	15	+	24230				1	35	22000	24183	*	*	*
MILITARY	+	15	+	26413				+	53	+	24924			
NATIONAL SECURITY	+	1	+	18000				+	5	+	29760			
URBAN / REGIONAL PLANNING	1	4	39300	31905	*	*	*	3	18	29500	26609	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	5	+	30800			
DESIGN / CONSTRUCT	1	188	31000	30348	*	*	*	6	642	27793	30859	*	*	*
ENVIRONMENTAL/SANITATION	+	50	+	31124				2	112	25400	31339	*	*	*
MANUFACTURING/INDUSTRIAL	+	145	+	34451				7	594	32900	34807	*	*	*
SYSTEMS / PROGRAMMING	+	57	+	32203				1	167	27000	32803	*	*	*
POWER SYSTEMS	1	39	45000	34036	*	*	*	2	130	40100	34206	*	*	*
SOFTWARE DESIGN & DEVELOP	1	48	38400	34857	*	*	*	18	219	33644	34053	*	*	*
HARDWARE DESIGN & DEVELOP	6	31	36384	35341	*	*	*	15	194	35500	35712	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	47	+	$33912				3	142	$34868	$34895	*	*	*
TESTING	1	22	$36960	33139	*	*	*	6	81	31921	33087	*	*	*
PROCESS ENGINEERING	2	107	35000	38976	*	*	*	5	418	34019	39203	*	*	*
PROJECT ENGINEERING	2	130	32750	33326	*	*	*	12	411	36253	34608	*	*	*
OTHER ENGINEERING	1	319	36050	33493	*	*	*	53	1042	33907	33857	$38000	$34800	$28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	6	+	19740				1	27	54000	21741	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	25035			
MEDICAL TECHNOLOGY	+	7	+	21680				+	20	+	24871			
NURSES / PERSONAL CARE	+	95	+	31651				+	138	+	31592			
OCCUPATIONAL THERAPY	+	5	+	28165				+	11	+	27595			
PHARMACIST	+	16	+	40624				+	78	+	42684			
PHYSICAL THERAPY	+	8	+	25485				+	13	+	24375			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	27	+	23030				5	70	22496	21606	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	+	19	+	20173				2	49	24350	19797	*	*	*
COUNSELING	+	31	+	18852				3	69	20800	19540	*	*	*
FUNDRAISING / DEVELOPMENT	+	7	+	14686				1	12	12000	15046	*	*	*
SOCIAL WORK	+	16	+	17950				+	43	+	19035			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	111	33800	28884	*	*	*	22	443	32948	29229	38000	33350	27600
INFORMATION SYSTEMS	1	85	37200	30926	*	*	*	17	302	31659	30361	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	76	+	30137				15	245	34523	31054	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	19	+	31714				1	34	20004	31156	*	*	*
AGRICULTUR/NATURAL RESOU	1	14	17000	18088	*	*	*	4	57	16600	20810	*	*	*
ARCHITECTURE	+	6	+	19917				3	18	24293	21427	*	*	*
CONSULTING	+	242	+	30491				6	618	32000	30983	*	*	*
HUMAN RESOURCES	+	22	+	25564				7	69	27880	23822	*	*	*
MANAGEMENT TRAINEE	10	488	24040	22937	*	*	*	95	1113	23169	23386	28800	23000	19200
MATH/STATISTICIANS	+	5	+	23000				+	12	+	25167			
PARALEGAL	+	9	+	22222				+	20	+	21280			
RESEARCH - NONTECHNICAL	+	8	+	17813				1	15	24000	22148	*	*	*
RESEARCH - TECHNICAL	+	17	+	25365				1	38	24000	27287	*	*	*
TEACHING	+	84	+	21394				84	438	21705	20363	25000	22660	16404
TOTALS	41	4336						748	13434					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 5 JULY 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	32	+	$29603				4	100	$31500	$30488	*	*	*
MBA--NON-TECH	+	188	+	36808				5	410	36100	36657	*	*	*
MBA--TECH	+	28	+	39113				+	69	+	42051			
MS-BUSINESS	+	+	+	+				+	7	+	33643			
ECONOMICS & FINANCE (BANK	+	8	+	32813				+	23	+	34868			
HUMAN RESOURCES (INCL LAB	+	2	+	27000				+	15	+	30493			
MANAGEMENT INFORMATION SY	+	4	+	35500				+	17	+	36871			
MARKETING/MKTNG MGT (RESE	+	5	+	32260				+	12	+	38275			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	+	+	+				+	2	+	25900			
JOURNALISM	+	1	+	24000				+	3	+	23667			
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	34324				2	18	27046	28773	*	*	*
ELEMENTARY EDUCATION	+	2	+	30500				5	27	29858	27660	*	*	*
PHYSICAL EDUCATION	+	1	+	14500				1	2	25500	20000	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	2	+	30400				3	7	26928	26869	*	*	*
HUMANITIES														
HUMANITIES - OTHER	+	2	+	30500				3	8	27903	28714	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	+	2	+	34000				1	10	28800	33530	*	*	*
SOCIAL SCIENCES - OTHER	+	6	+	25128				+	8	+	28376			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	1	+	39200				+	12	+	42504			
AGRICULTURAL	+	2	+	38000				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	38000			
CHEMICAL	+	8	+	39713				+	29	+	41049			
CIVIL	+	19	+	33007				+	73	+	34098			
COMPUTER	+	6	+	40440				3	36	41800	39518	*	*	*
ELECTRICAL/ELECTRONIC	+	38	+	40521				8	235	42224	41046	*	*	*
INDUSTRIAL	+	11	+	36359				3	44	40833	39298	*	*	*
MECHANICAL	+	29	+	39514				3	175	39336	40624	*	*	*
METALLURGICAL	+	2	+	35750				+	4	+	36875			

continued

WCPA REGIONAL Report No. 5 JULY 1993
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	+	+	+				+	+	+	+			
NUCLEAR	+	+	+	+				+	3	+	$43333			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	$38000				+	3	+	38000			
HEALTH SCIENCES	+	6	+	31770				1	13	$28705	30576	*	*	*
NURSING	+	2	+	55000				+	5	+	39634			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	27000				+	2	+	27000			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	2	+	27500			
CHEMISTRY	+	3	+	30833				+	16	+	34471			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	8	+	37625				7	94	37422	37920	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	2	+	43000				+	10	+	36800			
MATHEMATICS (INCL ACTUARI	+	8	+	31550				+	17	+	33811			
PHYSICS	+	1	+	15000				+	3	+	33000			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	+	436						49	1523					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/6/93 THROUGH 6/10/93

CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	65	+	$44037				+	190	+	$45644			
MBA--TECH	+	21	+	53867				+	53	+	53345			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	133	+	47254				+	322	+	50566			
MBA--TECH	+	42	+	56916				+	143	+	56339			
OVER 4 YEARS														
MBA--NON-TECH	+	113	+	51802				+	298	+	52317			
MBA--TECH	1	71	$46000	56572	*	*	*	1	130	$46000	57614	*	*	*
TOTALS	1	445						1	1136					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/6/93 THROUGH 6/10/93							CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$45000			
COMPUTER & INFOR SCIENCES	+	4	+	$62500				+	18	+	55486			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	7	+	53286				+	14	+	50929			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	23000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	2	+	37000				+	4	+	35675			
SOCIOLOGY	+	3	+	31288				+	3	+	31288			
SOCIAL SCIENCES	+	1	+	40000				+	2	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	+	+	+			
CHEMICAL	+	12	+	55408				+	47	+	54843			
CIVIL	+	1	+	50000				+	4	+	53125			
COMPUTER	+	5	+	60720				+	10	+	58627			
ELECTRICAL/ELECTRONIC	+	6	+	56291				+	46	+	56552			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				2	27	$53000	51654	*	*	*
METALLURGICAL	+	2	+	35000				1	15	50000	50317	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	34600				+	6	+	33000			
BIOLOGICAL	+	+	+	+				+	1	+	38000			
CHEMISTRY	+	8	+	48200				4	31	56750	51365	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	1	+	70000				+	1	+	70000			
PHYSICS	+	+	+	+				2	7	48000	51971	*	*	*
POLYMER	+	3	+	56180				+	3	+	56180			
TOTALS	+	60						9	246					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	28161 93 35000/26400			24402 2		35500 2		25351 2	30000 1
BUSINESS ADMINISTRATION							25300 1	28900 2	
ECONOMICS & FINANCE	25350 1			25920 5	35500 4	25000 1		31753 6	
HOTEL/RESTAURANT MGMT.							24000 1		
MANAGEMENT INFO SYSTEMS							25200 1	31875 4	
MARKETING/MARKETING MANAG	27000 1	30500 2				23500 4	22700 2	32000 1	
ADVERTISING		24996 1							
VISUAL & PERFORMING ARTS		20000 1							
POLITICAL SCIENCE/GOVT							25200 1		
AEROSPACE & AERONAUTICAL						19200 1			30000 1
ARCHITECTURAL ENGINEERING									29500 2
CIVIL ENGINEERING								30000 1	39975 4
COMPUTER ENGINEERING							24492 1	36000 1	34500 2
ELECTRICAL/ELECTRONIC						35267 3		45000 1	23000 1
INDUSTRIAL ENGINEERING						30000 1	36000 1	36000 2	31500 2
MECHANICAL ENGINEERING							34000 1		27867 6
ENGINEERING TECHNOLOGY							28000 1		
AGRIBUSINESS				24000 2					
ANIMAL SCIENCES								30000 1	
COMPUTER SCIENCE						37200 1	38400 1		
ARCHITECTURAL & ENVIRONME			23728 5						
GEOLOGY & GEOLOGICAL SCI						24960 1		24000 1	

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	26685 24 33600/24000	29598 2				23469 4			27000 1
BUSINESS ADMINISTRATION	25000 2	22000 1	20000 1	24000 4	30000 1	22997 25 28800/20000	24960 1		
ECONOMICS & FINANCE	22914 7			26964 4		26634 9			
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RESOURCES (incl. LA						20500 2			
MANAGEMENT INFO SYSTEMS	27000 2								
MARKETING/MARKETING MANAG	23333 3	22800 2		20000 1		24185 13			24000 1
ADVERTISING			21996 1						
COMMUNICATIONS				20000 1					
JOURNALISM									18000 1
TELECOMMUNICATIONS/BROADC				26000 1					
HUMAN ECOLOGY (HOME ECONO						23000 1			
MERCHANDISING MANAGEMENT						24000 1			
LETTERS (incl. English)									22000 1
VISUAL & PERFORMING ARTS						10560 1			
CRIMINAL JUSTICE						10800 1			
POLITICAL SCIENCE/GOVT	22700 1			28000 1		24000 2			
PSYCHOLOGY	22000 1	28500 1				23750 2		18000 1	
SOCIOLOGY			24000 1						
SOCIAL SCIENCES-OTHER				28000 2					
COMPUTER ENGINEERING	38000 1								
ELECTRICAL/ELECTRONIC	28000 1								
AGRIBUSINESS			19200 1			28000 1			

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ANIMAL SCIENCES					20000 1				
COMPUTER SCIENCE	26100 2					32400 1			
MATHEMATICS	24000 1					27500 1			

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING				28800 1	11733 1	22684 7	25317 14		27000 1
BUSINESS ADMINISTRATION			20400 9			26892 2	28224 1	12000 1	
DISTRIBUTION MANAGEMENT						25200 1			
ECONOMICS & FINANCE			20000 1						
HUMAN RESOURCES (incl. LA						25200 1			14400 1
MANAGEMENT INFO SYSTEMS				30000 1					49800 2
MARKETING/MARKETING MANAG	25000 1	25920 1	20700 4	30000 1					
REAL ESTATE	29000 1								
COMMUNICATIONS			21600 2						
ELEMENTARY EDUCATION					21532 49 32240/16404				
PHYSICAL EDUCATION					23107 3		24000 1		
SPECIAL EDUCATION					21550 11				
HUMAN ECOLOGY (HOME ECONO			21000 1						
FOREIGN LANGUAGES					23466 1				
LETTERS (incl. English)					20412 5				
VISUAL & PERFORMING ARTS					21718 5				
HUMANITIES - OTHER					26667 3				
CRIMINAL JUSTICE						22000 1			
HISTORY					24327 2				
POLITICAL SCIENCE/GOVT			22500 2		33000 1			22900 1	
PSYCHOLOGY			23300 2		21600 1	23500 1			
SOCIOLOGY			21600 3						
SOCIAL SCIENCES-OTHER			19500 2		22000 1	25200 1			

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BIOENGINEERING & BIOMEDIC								12000 1	
CIVIL ENGINEERING				24000 1			30500 2		
ELECTRICAL/ELECTRONIC						28638 2	30000 2	48000 1	
ENIVRONMENTAL ENGINEERING							33624 1		
INDUSTRIAL ENGINEERING							30200 2		33000 1
MECHANICAL ENGINEERING			36000 1	37840 5					
ENGINEERING TECHNOLOGY				34600 1					
AGRIBUSINESS			23000 1						
NATURAL RESOURCES						17000 1			
OTHER AGRICULTURAL SCIENC							30000 1		
COMPUTER SCIENCE			23700 2						27600 1
ARCHITECTURAL & ENVIRONME							28425 4		
BIOLOGICAL SCIENCES						24000 1			
MATHEMATICS					21850 2				
PHYSICS							21480 1		

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ACCOUNTING					28275 4		24000 1	42000 1	
BUSINESS ADMINISTRATION					29039 5		22000 1	30000 2	
HUMAN RESOURCES (incl. LA					60000 1				
MARKETING/MARKETING MANAG				29000 1			29100 1	33800 1	28067 3
COMMUNICATIONS			30000 1						26500 1
JOURNALISM				24000 1					
PHYSICAL EDUCATION				25000 1					
HUMANITIES - OTHER									23800 1
POLITICAL SCIENCE/GOVT	12000 1			12000 1					
AEROSPACE & AERONAUTICAL					37416 2				
CHEMICAL ENGINEERING									33696 1
CIVIL ENGINEERING				30420 1				28000 1	
COMPUTER ENGINEERING					33775 4				
ELECTRICAL/ELECTRONIC				34000 1	37080 5				
INDUSTRIAL ENGINEERING					35700 2				
MECHANICAL ENGINEERING					35925 4				
METALLURGICAL ENGINEERING				35000 1					
AGRIBUSINESS						29067 3			
ANIMAL SCIENCES				14400 1		15000 1			
PLANT SCIENCES						30000 1			
COMPUTER SCIENCE					31596 1				44000 1
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	26624	9	14400	1					30000	1							31000	3
BUSINESS ADMINISTRATION	29700	4			36000	1			14400	1			25000	1				
ECONOMICS & FINANCE	23500	2	27000	1	24000	3	12000	1			23000	1						
HUMAN RESOURCES (incl. LA			17292	1														
MANAGEMENT INFO SYSTEMS	33817	6	31412	5			35000	2										
MARKETING/MARKETING MANAG	26167	6	26000	1	27470	6	16800	1							23500	2		
HUMANITIES - OTHER	14400	1																
POLITICAL SCIENCE/GOVT	25500	1			28000	1												
PSYCHOLOGY					26000	1												
CHEMICAL ENGINEERING	36750	2																
COMPUTER ENGINEERING	33400	3	39401	4														
ELECTRICAL/ELECTRONIC	34950	8	32525	10														
INDUSTRIAL ENGINEERING	37513	2	28800	1														
MECHANICAL ENGINEERING	36242	6							35000	1								
METALLURGICAL ENGINEERING	35000	2	36400	1														
ENGINEERING TECHNOLOGY	35000	1	36000	1	26500	1											38808	1
COMPUTER SCIENCE	33968	18	28500	1														
MATHEMATICS	34200	1																

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							22398 2
BUSINESS ADMINISTRATION			25000 1				23730 2
ECONOMICS & FINANCE						30100 4	26533 3
HUMAN RESOURCES (incl. LA					36000 1		16800 1
MARKETING/MARKETING MANAG	25000 1		30000 1			21840 5	25750 2
COMMUNICATIONS						22200 1	10800 1
PHYSICAL EDUCATION							24000 1
VISUAL & PERFORMING ARTS						21750 2	
POLITICAL SCIENCE/GOVT						26175 4	
ARCHITECTURAL ENGINEERING					35000 1		
COMPUTER ENGINEERING						30000 1	33000 1
ELECTRICAL/ELECTRONIC			36960 1			33333 3	
INDUSTRIAL ENGINEERING				28800 1			32600 1
MECHANICAL ENGINEERING							33280 1
ENGINEERING TECHNOLOGY							24000 1
PLANT SCIENCES							20000 1
COMPUTER SCIENCE			33933 3			28992 1	36000 1
COMPUTER PROGRAMMING						25500 1	
BIOLOGICAL SCIENCES							30000 1
MATHEMATICS							20004 1

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	28119 95 35000/26400	26499 4		25486 7	35500 4	27143 7	24183 6	30568 15	30000 1
BACHELOR - TECHNICAL			23728 5	24000 2		31023 7	32178 5	33857 7	31728 18

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25489 40 33600/22000	25883 6	20999 4	25275 14	30000 1	23406 61 31200/19200	24960 1	18000 1	22750 4
BACHELOR - TECHNICAL	28440 5		19200 1		20000 1	29300 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	27000 2	25920 1	21000 26 25000/20000	29600 3	21838 83 33000/16404	23834 14	25416 16	17450 2	35250 4
BACHELOR - TECHNICAL			26600 4	35400 7	21850 2	24569 4	29246 13	30000 2	30300 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	12000 1		30000 1	22500 4	31830 10		25033 3	33950 4	26900 5
BACHELOR - TECHNICAL				28455 4	35668 18	26440 5		28000 1	34565 3

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	27766 29 37200/24000	26861 9	27235 12	24700 4	22200 2	23000 1	25000 1	23500 2	31000 3
BACHELOR - TECHNICAL	34800 43 45000/30000	34031 18	26500 1		35000 1				38808 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25000 1		27500 2		36000 1	25000 16	
BACHELOR - TECHNICAL			34690 4	28800 1	35000 1	30749 6	

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31750 2							41000 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	35000 1								
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	28182 93 35000/26400	26893 59 45000/22880							29520 1
BUSINESS ADMINISTRATION									25550 2
ECONOMICS & FINANCE	25350 1	25503 9	26200 2	26000 2	37000 2	35000 1		37333 3	26200 5
MARKETING/MARKETING MANAG	26000 2	23500 2							25920 1
POLITICAL SCIENCE/GOVT		22900 1							
AGRIBUSINESS				24000 1					
ANIMAL SCIENCES									30000 1
COMPUTER SCIENCE									26100 2

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMINISTRATION			24000 4						
ECONOMICS & FINANCE	25000 2	25750 2	28178 2					16000 1	
MARKETING/MARKETING MANAG		20000 1		29000 1	12000 1		28000 1	22700 2	
COMMUNICATIONS		20000 1							
JOURNALISM						18000 1			
TELECOMMUNICATIONS/BROADC		26000 1							
LETTERS (incl. English)				22000 1					
VISUAL & PERFORMING ARTS				20000 1					
POLITICAL SCIENCE/GOVT			28000 1					12000 1	
PSYCHOLOGY								25000 1	
SOCIAL SCIENCES-OTHER		28000 2							
CIVIL ENGINEERING								30420 1	
ENGINEERING TECHNOLOGY							26500 1		
OTHER AGRICULTURAL SCIENC								30000 1	
MATHEMATICS	24000 1								

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			31000 1						24191 19
BUSINESS ADMINISTRATION		26208 8	26359 5			21700 2	22953 6	30000 1	27336 3
ECONOMICS & FINANCE			25000 1				23914 7	25750 2	
HOTEL/RESTAURANT MGMT.							24000 1		
HUMAN RESOURCES (incl. LA							17292 1		
MARKETING/MARKETING MANAG	20000 1	30000 1	27300 2				25578 31 41000/20400		
REAL ESTATE							29000 1		
ADVERTISING	24996 1								
COMMUNICATIONS							26500 1		
JOURNALISM					24000 1				
MERCHANDISING MANAGEMENT							24000 1		
VISUAL & PERFORMING ARTS							18020 3		
HUMANITIES - OTHER							14400 1		
CRIMINAL JUSTICE							10800 1		
POLITICAL SCIENCE/GOVT			27000 1	24000 2			26180 5		
PSYCHOLOGY							25000 2		
ELECTRICAL/ELECTRONIC							32000 3		
AGRIBUSINESS			38200 1		24000 1		25000 3		
PLANT SCIENCES						30000 1			
COMPUTER PROGRAMMING			25500 1						
ARCHITECTURAL & ENVIRONME								25200 1	
GEOLOGY & GEOLOGICAL SCI							24960 1		
MATHEMATICS							27500 1		

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION									36000 1
HUMANITIES - OTHER									23800 1
CRIMINAL JUSTICE		22000 1							
CHEMICAL ENGINEERING									36000 1
CIVIL ENGINEERING							31000 1	30000 1	
ELECTRICAL/ELECTRONIC							33000 2		38000 1
INDUSTRIAL ENGINEERING									36000 1
MECHANICAL ENGINEERING								20800 1	34500 1
ENGINEERING TECHNOLOGY							24000 1		
ARCHITECTURAL & ENVIRONME					29500 3		22880 2		
BIOLOGICAL SCIENCES									26000 1

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS			45600 1						
MARKETING/MARKETING MANAG								33800 1	
AEROSPACE & AERONAUTICAL	27000 1							38916 2	
ARCHITECTURAL ENGINEERING								29000 1	30000 1
CHEMICAL ENGINEERING							33696 1		37500 1
CIVIL ENGINEERING								34975 4	34000 3
COMPUTER ENGINEERING			32989 9	36252 2					42250 2
ELECTRICAL/ELECTRONIC		45000 1	28500 2	36933 3	35004 1	33012 3		34000 1	33676 19
ENIVRONMENTAL ENGINEERING									33624 1
INDUSTRIAL ENGINEERING									32743 10
MECHANICAL ENGINEERING		35200 1		36640 5			30000 1	40850 2	34014 13
METALLURGICAL ENGINEERING					35000 1		35467 3		
ENGINEERING TECHNOLOGY				36000 1	34600 1	35000 1		38808 1	28000 1
COMPUTER SCIENCE			34350 6	32500 4		28746 2			36010 2

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MANAGEMENT INFO SYSTEMS	54000 1								
PHYSICAL EDUCATION									24500 2
BIOENGINEERING & BIOMEDIC									12000 1
BIOLOGICAL SCIENCES									30000 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING						28000 1			
BUSINESS ADMINISTRATION						32000 1			
ECONOMICS & FINANCE							32000 1		
HUMAN RESOURCES (incl. LA		14400 1					60000 1		
MANAGEMENT INFO SYSTEMS					31837 7	31446 13			
MARKETING/MARKETING MANAG					28000 2				
COMMUNICATIONS		30000 1							
POLITICAL SCIENCE/GOVT			12000 1						
PSYCHOLOGY	23500 1	18000 1							
SOCIAL SCIENCES-OTHER	25200 1								
COMPUTER ENGINEERING					36500 2	37000 1	29746 2		
ELECTRICAL/ELECTRONIC					39800 2				
INDUSTRIAL ENGINEERING							30000 1		
MECHANICAL ENGINEERING							28250 1		
ANIMAL SCIENCES									14700 2
PLANT SCIENCES									20000 1
NATURAL RESOURCES									17000 1
COMPUTER SCIENCE					32400 8	32400 1	34233 9		
MATHEMATICS					34200 1			20004 1	

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING			35000 1	19200 1					11733 1
BUSINESS ADMINISTRATION			24740 4	22619 32 28800/20000					
DISTRIBUTION MANAGEMENT				25200 1					
ECONOMICS & FINANCE		24000 1		26267 9					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RESOURCES (incl. LA			30600 2	19267 3					
MANAGEMENT INFO SYSTEMS		35000 1							
MARKETING/MARKETING MANAG				23889 19					
ADVERTISING				21996 1					
COMMUNICATIONS				19050 4					
ELEMENTARY EDUCATION									21532 49 32240/16404
PHYSICAL EDUCATION									23330 4
SPECIAL EDUCATION									21550 11
HUMAN ECOLOGY (HOME ECONO				22000 2					
FOREIGN LANGUAGES									23466 1
LETTERS (incl. English)									20412 5
VISUAL & PERFORMING ARTS									21718 5
HUMANITIES - OTHER				24000 1					28000 2
HISTORY									24327 2
POLITICAL SCIENCE/GOVT				25240 5					
PSYCHOLOGY				23900 4					21600 1
SOCIOLOGY				22200 4					
SOCIAL SCIENCES-OTHER				19500 2					22000 1

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330 PART B - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
AEROSPACE & AERONAUTICAL				19200 1					
ARCHITECTURAL ENGINEERING				35000 1					
ELECTRICAL/ELECTRONIC		28000 1							
INDUSTRIAL ENGINEERING		35000 3		32600 1					
AGRIBUSINESS				22100 2					
ANIMAL SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME	24293 3								
BIOLOGICAL SCIENCES							24000 1		
GEOLOGY & GEOLOGICAL SCI								24000 1	
MATHEMATICS									21850 2

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28107 96 35000/26400	26565 71 45000/22880	26200 2	26000 2	37000 2	35000 1		37333 3	26393 9
BACHELOR - TECHNICAL				24000 1					27400 3

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25000 2	24786 7	25765 7	23667 3	12000 1	18000 1	28000 1	19680 5	
BACHELOR - TECHNICAL	24000 1						26500 1	30210 2	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	22498 2	26629 9	26940 10	24000 2	24000 1	21700 2	24246 61 41000/17292	27167 3	24620 22 28244/22000
BACHELOR - TECHNICAL			31850 2		24000 1	30000 1	27933 8	25200 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		22000 1							29900 2
BACHELOR - TECHNICAL					29500 3		27793 6	25400 2	34100 5

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL			45600 1					33800 1	
BACHELOR - TECHNICAL	27000 1	40100 2	32941 17	35500 15	34868 3	31921 6	34019 5	36476 11	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	54000 1								
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS JULY 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 6/10/93 90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	24350 2	20800 3	12000 1		30984 9	31253 15	46000 2		
BACHELOR - TECHNICAL					34308 13	34700 2	32757 13	20004 1	16600 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29500 2	27880 7	23035 89 36000/19000					21702 82 32240/16404
BACHELOR - TECHNICAL	24293 3	33250 4		25167 6			24000 1	24000 1	21850 2

A3540-1.7U

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1993

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1992, and August 31, 1993. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 10, 1993, through August 13, 1993) and cumulatively (September 1, 1992, and August 13, 1993).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	147	595	$26732	$26280	$30000	$27000	$21924	324	3152	$27010	$27493	$30500	$27600	$22702
BUSINESS ADMINISTRATION	140	586	25954	24698	32000	25000	19500	209	1490	25387	24555	30000	24960	20000
DISTRIBUTION MANAGEMENT	+	14	+	26686				1	52	25200	26083	*	*	*
ECONOMICS & FINANCE	65	425	26812	26717	33000	27000	21600	118	1441	26816	26902	33000	26450	20400
HOTEL/RESTAURANT MGMT.	2	26	24250	21504	*	*	*	4	112	22625	20780	*	*	*
HUMAN RESOURCES (incl. LA	10	30	23690	22523	*	*	*	18	82	24866	22759	*	*	*
MANAGEMENT INFO SYSTEMS	25	119	33310	29653	37000	33600	30000	48	417	33313	29519	37000	33600	27840
MARKETING/MARKETING MANAG	72	294	23250	23441	28000	23500	18000	140	1251	24104	24361	30000	24000	18000
REAL ESTATE	2	5	25600	21952	*	*	*	3	18	26733	25575	*	*	*
COMMUNICATIONS														
ADVERTISING	4	11	23160	20662	*	*	*	6	44	23272	21515	*	*	*
COMMUNICATIONS	27	146	23074	21124	28000	24000	18000	34	315	22815	21498	28000	24000	18000
JOURNALISM	4	30	23800	22050	*	*	*	6	106	22867	20503	*	*	*
TELECOMMUNICATIONS/BROADC	1	17	30000	24144	*	*	*	2	51	28000	23459	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	30	206	20290	20081	24000	22450	13000	79	439	21061	20097	24145	22660	13520
PRE-ELEMENTARY EDUCATION	+	17	+	16498				+	47	+	16463			
PHYSICAL EDUCATION	3	18	21307	21419	*	*	*	9	35	22916	21376	*	*	*
SPECIAL EDUCATION	1	47	25000	22408	*	*	*	12	98	21837	21837	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	3	9	20707	20013	*	*	*	5	55	21224	20455	*	*	*
TEXTILES & CLOTHING	2	12	23500	20458	*	*	*	2	52	23500	21769	*	*	*
MERCHANDISING MANAGEMENT	+	14	+	20786				1	29	24000	21083	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	28	18000	22521	*	*	*	2	54	20733	23025	*	*	*
LETTERS (incl. English)	16	99	25182	21496	*	*	*	22	209	23953	21285	28500	24020	18000
VISUAL & PERFORMING ARTS	8	35	21082	20478	*	*	*	17	87	20665	20591	*	*	*
HUMANITIES - OTHER	11	28	23224	23332	*	*	*	16	99	23354	24373	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	30	32333	23853	*	*	*	5	64	25960	22680	*	*	*
HISTORY	5	81	33661	24504	*	*	*	7	143	30994	23839	*	*	*
POLITICAL SCIENCE/GOVT	9	97	23867	24240	*	*	*	26	222	23915	24478	28000	24000	18000
PSYCHOLOGY	13	85	22611	20688	*	*	*	23	232	22941	20571	28500	22000	17000
SOCIOLOGY	8	34	27378	22911	*	*	*	12	78	25652	22079	*	*	*
SOCIAL SCIENCES-OTHER	6	76	23890	23228	*	*	*	12	212	23795	22684	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	6	24	27918	31387	*	*	*	10	105	29154	31583	*	*	*
AGRICULTURAL ENGINEERING	2	5	35100	33800	*	*	*	2	19	35100	31796	*	*	*
ARCHITECTURAL ENGINEERING	4	14	30180	27801	*	*	*	7	43	30674	28296	*	*	*
BIOENGINEERING & BIOMEDIC	1	4	39000	34875	*	*	*	2	17	25500	30874	*	*	*
CHEMICAL ENGINEERING	10	140	39622	38331	*	*	*	13	748	38724	39482	*	*	*
CIVIL ENGINEERING	32	170	31731	29143	37380	31906	27600	42	684	32112	29211	39600	31706	27600
COMPUTER ENGINEERING	11	111	34834	34633	*	*	*	29	448	34709	33963	38000	36000	28800
ELECTRICAL/ELECTRONIC	61	388	34687	34535	41000	35580	28476	100	1396	34442	34313	41000	35002	28000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/10/93 THROUGH 8/13/93

CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				1	6	$33624	$31569	*	*	*
INDUSTRIAL ENGINEERING	19	121	$35625	$33165	*	*	*	35	502	34512	32940	$38000	$35000	$30000
MECHANICAL ENGINEERING	67	337	34442	34190	$40000	$35000	$28000	92	1538	34385	34460	40000	35000	28250
METALLURGICAL ENGINEERING	4	28	36075	34718	*	*	*	8	115	35713	34178	*	*	*
MINING (INCL GEOLOGICAL)	+	3	+	32000				+	41	+	31826			
NUCLEAR ENGINEERING	+	3	+	35207				+	16	+	34755			
PETROLEUM ENGINEERING	+	8	+	37300				+	47	+	38387			
TEXTILE ENGINEERING	+	+	+	+				+	4	+	37075			
ENGINEERING TECHNOLOGY	19	72	32974	30862	*	*	*	26	192	32670	29236	38808	32700	26500
INDUSTRIAL TECHNOLOGY	+	6	+	26917				+	18	+	28701			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	12	22	25367	23595	*	*	*	20	59	25490	22890	32500	24000	22000
ANIMAL SCIENCES	6	7	27500	26572	*	*	*	10	31	24440	22060	*	*	*
PLANT SCIENCES	2	5	28000	23400	*	*	*	4	8	26500	24000	*	*	*
NATURAL RESOURCES	4	9	29119	25775	*	*	*	5	28	26695	22442	*	*	*
OTHER AGRICULTURAL SCIENC	4	10	25750	24718	*	*	*	5	30	26600	25378	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	44	282	33484	31609	38900	33550	28000	78	872	33215	31329	38900	32750	27600
COMPUTER PROGRAMMING	6	10	39150	35990	*	*	*	7	46	37200	31599	*	*	*
INFORMATION SCIENCES	14	30	30757	30971	*	*	*	14	162	30757	29723	*	*	*
SYSTEMS ANALYSIS	+	4	+	31000				+	8	+	31733			
HEALTH SCIENCES														
ALLIED HEALTH	10	54	40096	30945	*	*	*	10	90	40096	29208	*	*	*
HEALTH SCIENCES	2	18	22350	24736	*	*	*	2	48	22350	23561	*	*	*
NURSING	9	161	30817	30448	*	*	*	9	294	30817	31094	*	*	*
PHARMACY	+	40	+	43709				+	117	+	43108			
SCIENCES														
ACTUARIAL	+	28	+	33168				+	52	+	33188			
ARCHITECTURAL & ENVIRONME	6	13	22520	23697	*	*	*	15	49	24497	23676	*	*	*
BIOLOGICAL SCIENCES	6	42	23383	20796	*	*	*	9	101	24478	21558	*	*	*
CHEMISTRY	+	23	+	24661				+	70	+	28002			
GEOLOGY & GEOLOGICAL SCI	+	2	+	29200				2	10	24480	28216	*	*	*
MATHEMATICS	12	76	29571	27025	*	*	*	18	166	28014	26524	*	*	*
PHYSICS	3	7	34336	32701	*	*	*	4	17	31122	26835	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	15	+	22179			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	29	+	28793			
TOTALS	994	5491						1742	18927					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	75	360	$27501	$27634	$29500	$28000	$24000	171	2301	$27841	$28238	$30500	$28200	$25000
ACCOUNTING (PRIVATE)	75	234	27302	25340	34000	26500	21525	146	818	26944	25847	33000	26400	21750
COMMERCIAL BANKING (CONSU	10	90	21693	22225	*	*	*	12	207	22444	23129	*	*	*
COMMERCIAL BANKING (LENDI	9	53	24522	23544	*	*	*	12	235	24725	25515	*	*	*
INVESTMENT BANKING (CORP	1	45	18000	29089	*	*	*	3	87	30667	29374	*	*	*
INVESTMENT BANKING (MERG	+	5	+	28900				1	15	35000	31100	*	*	*
INVESTMENT BANKING (REAL	+	2	+	17480				+	14	+	21707			
INVESTMENT BANKING (SALE	1	9	12000	18667	*	*	*	4	46	31000	27490	*	*	*
FINANCIAL/TREASURY ANALYS	17	164	25368	28784	*	*	*	29	487	25897	28396	33060	25920	19000
PORTFOLIO MANAGEMENT / BR	12	31	24375	25039	*	*	*	15	84	24433	24372	*	*	*
UNDERWRITING	8	44	25900	26546	*	*	*	15	136	25380	25447	*	*	*
INSURANCE - CLAIMS	15	52	26549	24654	*	*	*	22	132	26299	23556	28500	25550	23000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	9	14352	18916	*	*	*	5	49	19941	20479	*	*	*
MEDIA PLANNING	1	16	24000	21531	*	*	*	2	38	18000	21403	*	*	*
REPORTING	1	12	25000	18000	*	*	*	2	37	21500	18023	*	*	*
COMMUNICATIONS-PRODUCTION	5	27	26300	21806	*	*	*	7	60	26571	21770	*	*	*
PUBLIC RELATIONS	3	43	20733	20492	*	*	*	10	96	22102	20980	*	*	*
WRITING / EDITING	2	22	26496	20705	*	*	*	2	54	26496	21496	*	*	*
MARKETING														
ADVERTISING	8	30	21600	21370	*	*	*	10	67	21780	21732	*	*	*
BRAND/PRODUCT MANAGEMENT	21	76	26176	24168	27040	25000	23500	30	179	26312	24948	30000	25000	23460
BUYER/MERCHANDISING	9	49	25887	24533	*	*	*	21	288	26956	24540	30600	27000	24000
DISTRIBUTION	4	30	26125	26130	*	*	*	6	86	25417	26777	*	*	*
MARKET RESEARCH	13	41	27115	24764	*	*	*	15	102	26700	25012	*	*	*
PURCHASING	7	11	25837	27742	*	*	*	10	24	25426	25925	*	*	*
SALES	85	393	25827	25536	35000	25000	18000	154	1282	25310	25606	32500	25500	18000
PUBLIC ADMINISTRATION														
GOV'T-EXECUTIVE, LEGISLAT	1	24	20700	20832	*	*	*	5	69	25480	21499	*	*	*
GOV'T-FINANCE, TAXATION,	15	32	26563	25281	*	*	*	37	111	25408	25020	28224	25556	22000
ECONOMIC PROGRAMS	+	7	+	24086				+	19	+	22261			
LAW ENFORCEMENT	6	31	29384	24446	*	*	*	7	66	28329	24306	*	*	*
MILITARY	3	21	25533	24328	*	*	*	3	74	25533	24755	*	*	*
NATIONAL SECURITY	+	1	+	26788				+	6	+	29265			
URBAN / REGIONAL PLANNING	1	10	20000	22070	*	*	*	4	28	27125	24988	*	*	*
ENGINEERING														
BIOENGINEERING	4	6	29000	30816	*	*	*	4	11	29000	30809	*	*	*
DESIGN / CONSTRUCT	23	148	32464	30765	40000	33020	27040	29	790	31498	30842	40000	32400	24000
ENVIRONMENTAL/SANITATION	3	25	35327	31172	*	*	*	5	137	31356	31309	*	*	*
MANUFACTURING/INDUSTRIAL	24	147	34777	34296	42000	35708	27696	31	741	34353	34705	41000	35916	26000
SYSTEMS / PROGRAMMING	12	50	30062	33590	*	*	*	13	217	29827	32984	*	*	*
POWER SYSTEMS	3	40	38616	34296	*	*	*	5	170	39210	34227	*	*	*
SOFTWARE DESIGN & DEVELOP	29	98	34791	34613	40000	37000	28800	47	317	34352	34226	40000	35400	28800
HARDWARE DESIGN & DEVELOP	5	41	35400	36468	*	*	*	20	235	35475	35844	38400	35500	32500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	12	55	$32259	$34734	*	*	*	15	197	$32781	$34850	*	*	*
TESTING	10	33	32973	31180	*	*	*	16	114	32579	32535	*	*	*
PROCESS ENGINEERING	12	97	35405	37457	*	*	*	17	515	34997	38874	*	*	*
PROJECT ENGINEERING	32	133	34538	33755	$40000	$33780	$30000	44	544	35006	34400	$41800	$33980	$29000
OTHER ENGINEERING	87	505	34570	33715	40000	35000	28176	140	1547	34319	33811	39996	35000	28000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	4	23	33955	25666	*	*	*	5	50	37964	23546	*	*	*
INDUSTRIAL HYGIENE	+	1	+	23400				+	3	+	24490			
MEDICAL TECHNOLOGY	1	15	24000	26272	*	*	*	1	35	24000	25471	*	*	*
NURSES / PERSONAL CARE	9	164	30817	30213	*	*	*	9	302	30817	30843	*	*	*
OCCUPATIONAL THERAPY	9	17	38996	34976	*	*	*	9	28	38996	32077	*	*	*
PHARMACIST	+	40	+	43284				+	118	+	42887			
PHYSICAL THERAPY	+	2	+	21750				+	15	+	24025			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	3	47	17867	24323	*	*	*	8	117	20760	22698	*	*	*
SOCIAL SERVICES														
SOCIAL SERVICES-ADMINISTR	3	21	20661	20045	*	*	*	5	70	22137	19871	*	*	*
COUNSELING	1	34	24000	17829	*	*	*	4	103	21600	18975	*	*	*
FUNDRAISING / DEVELOPMENT	1	13	15000	17299	*	*	*	2	25	13500	16218	*	*	*
SOCIAL WORK	1	24	18000	19194	*	*	*	1	67	18000	19092	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	21	173	33041	30342	38000	33500	28000	43	616	32993	29542	39000	33500	27600
INFORMATION SYSTEMS	20	105	31615	29842	37000	32500	25000	37	407	31635	30227	37000	32000	25200
SYSTEMS ANALYSIS & DESIGN	13	93	31698	31425	*	*	*	28	338	33211	31156	39600	31298	27671
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	34	38000	32462	*	*	*	2	68	29002	31809	*	*	*
AGRICULTUR/NATURAL RESOU	7	22	25263	22919	*	*	*	11	79	22113	21397	*	*	*
ARCHITECTURE	2	4	20500	19611	*	*	*	5	22	22776	21097	*	*	*
CONSULTING	36	209	32358	30880	37000	32000	30000	42	828	32307	30956	37000	32000	28000
HUMAN RESOURCES	7	46	22083	22682	*	*	*	14	115	24981	23366	*	*	*
MANAGEMENT TRAINEE	136	569	24349	23495	28875	23850	19000	231	1683	23864	23427	28875	23500	19000
MATH/STATISTICIANS	2	8	40750	28881	*	*	*	2	20	40750	26652	*	*	*
PARALEGAL	+	29	+	22441				+	49	+	21967			
RESEARCH - NONTECHNICAL	1	8	19800	27913	*	*	*	2	23	21900	24153	*	*	*
RESEARCH - TECHNICAL	4	20	24475	24691	*	*	*	5	58	24380	26392	*	*	*
TEACHING	46	418	20964	20172	26600	22150	13520	130	856	21443	20270	25504	22660	13520
TOTALS	994	5491						1742	18927					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	10	44	$30752	$29819	*	*	*	14	144	$30966	$30284	*	*	*
MBA--NON-TECH	8	190	33375	36204	*	*	*	13	600	34423	36513	*	*	*
MBA--TECH	7	37	42903	38984	*	*	*	7	106	42903	40980	*	*	*
MS-BUSINESS	12	15	47028	45389	*	*	*	12	22	47028	41652	*	*	*
ECONOMICS & FINANCE (BANK	+	13	+	35993				+	36	+	35275			
HUMAN RESOURCES (INCL LAB	1	4	25000	32125	*	*	*	1	19	25000	30837	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	32100				+	20	+	36155			
MARKETING/MKTNG MGT (RESE	10	10	42300	42300	*	*	*	10	22	42300	40104	*	*	*
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	1	+	31000			
COMMUNICATIONS	+	3	+	14850				+	5	+	19270			
JOURNALISM	1	1	30000	30000	*	*	*	1	4	30000	25250	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	6	16	36312	32616	*	*	*	8	34	33995	30581	*	*	*
ELEMENTARY EDUCATION	9	23	25016	22360	*	*	*	14	50	26745	25222	*	*	*
PHYSICAL EDUCATION	2	4	28250	25750	*	*	*	3	6	27333	23833	*	*	*
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	1	9	33000	25743	*	*	*	4	16	28446	26236	*	*	*
HUMANITIES														
HUMANITIES - OTHER	5	11	32950	26477	*	*	*	8	19	31057	27419	*	*	*
SOCIAL SCIENCES														
PSYCHOLOGY	6	10	39935	34111	*	*	*	7	20	38345	33821	*	*	*
SOCIAL SCIENCES - OTHER	1	15	28500	26102	*	*	*	1	23	28500	26893	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	10	20	39326	38108	*	*	*	10	32	39326	39757	*	*	*
AGRICULTURAL	+	+	+	+				+	5	+	42200			
BIOENGINEERING & BIOMEDIC	1	1	37020	37020	*	*	*	1	3	37020	37673	*	*	*
CHEMICAL	+	5	+	39859				+	34	+	40874			
CIVIL	15	63	40521	35195	*	*	*	15	136	40521	34606	*	*	*
COMPUTER	1	11	44400	37991	*	*	*	4	47	42450	39161	*	*	*
ELECTRICAL/ELECTRONIC	38	100	43768	41865	$51000	$44100	$33500	46	335	43499	41291	$50000	$43700	$39500
INDUSTRIAL	16	37	40505	41402	*	*	*	19	81	40557	40259	*	*	*
MECHANICAL	30	97	41173	40155	50000	43000	30000	33	272	41006	40457	49000	42700	30000
METALLURGICAL	+	4	+	32275				+	8	+	34575			

continued

WCPA REGIONAL Report No. 6 SEPTEMBER 1993

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
MINING & MINERAL	+	1	+	$30000				+	1	+	$30000			
NUCLEAR	+	3	+	43007				+	6	+	43170			
PETROLEUM	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	2	23	$28900	30315	*	*	*	2	26	$28900	31201	*	*	*
HEALTH SCIENCES	6	20	28019	26074	*	*	*	7	33	28117	27848	*	*	*
NURSING	3	8	32167	31313	*	*	*	3	13	32167	34513	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	4	+	32176				+	6	+	30451			
ARCHITECTURAL & ENVIRONME	1	3	48000	39000	*	*	*	1	3	48000	39000	*	*	*
BIOLOGICAL	+	2	+	33800				+	4	+	30650			
CHEMISTRY	2	10	35500	37640	*	*	*	2	26	35500	35690	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	30	75	43715	42867	$54000	$41472	$30000	37	169	42524	40115	$53000	$40000	$32400
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	7	+	33594				+	17	+	35480			
MATHEMATICS (INCL ACTUARI	3	8	36893	31848	*	*	*	3	25	36893	33183	*	*	*
PHYSICS	+	2	+	30000				+	5	+	31800			
POLYMER	+	+	+	+				+	1	+	37000			
TOTALS	237	912						286	2435					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	77	$45150	$41076	*	*	*	2	267	$45150	$44326	*	*	*
MBA--TECH	+	12	+	47563				+	65	+	52278			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	14	173	42679	46524	*	*	*	14	496	42679	49165	*	*	*
MBA--TECH	5	41	43900	47126	*	*	*	5	184	43900	54286	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	6	120	44277	46465	*	*	*	6	418	44277	50637	*	*	*
MBA--TECH	3	72	51000	53198	*	*	*	4	202	49750	56040	*	*	*
TOTALS	30	495						31	1632					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/10/93 THROUGH 8/13/93							CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	2	+	$42900				+	3	+	$43600			
COMPUTER & INFOR SCIENCES	2	17	$73150	57601	*	*	*	2	35	$73150	56513	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	1	16	51600	49419	*	*	*	1	30	51600	50123	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	8	+	32556				+	9	+	31494			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	32000			
PSYCHOLOGY	+	7	+	30357				+	11	+	32291			
SOCIOLOGY	+	2	+	37500				+	5	+	33773			
SOCIAL SCIENCES	+	1	+	33360				+	3	+	31120			
ENGINEERING														
AEROSPACE	2	3	64500	54667	*	*	*	2	3	64500	54667	*	*	*
CHEMICAL	1	3	55000	58753	*	*	*	1	50	55000	55078	*	*	*
CIVIL	4	6	46544	45029	*	*	*	4	10	46544	48268	*	*	*
COMPUTER	+	4	+	42125				+	14	+	53912			
ELECTRICAL/ELECTRONIC	7	34	60000	57785	*	*	*	7	80	60000	57076	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	3	20	60333	57678	*	*	*	5	47	57400	54217	*	*	*
METALLURGICAL	+	5	+	46748				1	20	60000	49425	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	46000				+	8	+	36250			
BIOLOGICAL	+	3	+	33333				+	4	+	34500			
CHEMISTRY	+	10	+	49594				4	41	56750	50933	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				+	4	+	42763			
MATHEMATICS	+	5	+	33400				+	6	+	39500			
PHYSICS	1	1	41000	41000	*	*	*	3	8	45667	50600	*	*	*
POLYMER	+	1	+	51600				+	4	+	55035			
TOTALS	21	150						30	396					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ACCOUNTING	27780 173 39943/24000			24687 13		33000 3		25351 2	30000 1
BUSINESS ADMINISTRATION	25000 1			27333 3		22350 2	26980 5	29826 4	
ECONOMICS & FINANCE	28213 4			25482 16	35012 5	25000 1		30628 8	
HOTEL/RESTAURANT MGMT.							24000 1		
MANAGEMENT INFO SYSTEMS	33000 1						29067 3	32450 10	
MARKETING/MARKETING MANAG	27000 1	29500 4		29700 2		22880 5	20850 4	30000 2	
REAL ESTATE				19200 1				32000 1	
ADVERTISING		23532 3							
COMMUNICATIONS				21000 1		24875 4			
JOURNALISM						24500 2			
HUMAN ECOLOGY (HOME ECONO				10920 1					
FOREIGN LANGUAGES				18000 1					
LETTERS (incl. English)		23831 3							
VISUAL & PERFORMING ARTS		20000 1							
HUMANITIES - OTHER								26484 1	
POLITICAL SCIENCE/GOVT							25200 1		
PSYCHOLOGY					34000 1				
SOCIOLOGY								38000 1	
SOCIAL SCIENCES-OTHER							32000 1		24000 1
AEROSPACE & AERONAUTICAL						19200 1			30000 1
ARCHITECTURAL ENGINEERING									29953 6
CIVIL ENGINEERING								34934 4	33700 10
COMPUTER ENGINEERING							26746 2	36000 1	34500 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
ELECTRICAL/ELECTRONIC				30000 1		35267 3		35250 4	31200 4
INDUSTRIAL ENGINEERING				36000 1		30000 1	36000 1	35214 7	30250 4
MECHANICAL ENGINEERING				30000 1			40000 2	32040 4	31808 16
METALLURGICAL ENGINEERING									40000 1
ENGINEERING TECHNOLOGY							28000 1	35467 3	
AGRIBUSINESS				24000 2			40000 1		
ANIMAL SCIENCES								30000 1	
COMPUTER SCIENCE				27933 3		37100 2	33328 18	36667 3	48000 1
COMPUTER PROGRAMMING							34500 2		
INFORMATION SCIENCES							30000 1	32889 9	
ARCHITECTURAL & ENVIRONME			23080 8					20000 1	
GEOLOGY & GEOLOGICAL SCI						24960 1		24000 1	
MATHEMATICS		20000 1				28800 1	31474 2	30700 5	
PHYSICS								30000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	26230 30 33600/22500	29598 2	27000 3	24000 1		22776 10			25500 2
BUSINESS ADMINISTRATION	23900 9	23333 3	25875 4	25440 10	30000 2	24230 77 30000/21000	24960 1		
ECONOMICS & FINANCE	25105 25 50000/20500			26708 10		25243 14			
HOTEL/RESTAURANT MGMT.			20500 2						
HUMAN RESOURCES (incl. LA		24000 1	25000 1	26100 1		21925 4	22000 1		
MANAGEMENT INFO SYSTEMS	30333 3								
MARKETING/MARKETING MANAG	23000 13	22800 2	28000 1	24350 4		23363 32 30000/19200			30000 2
ADVERTISING			21996 1					19200 1	
COMMUNICATIONS			27500 3	23500 3		19891 6			
JOURNALISM				28000 1		18200 1			18000 1
TELECOMMUNICATIONS/BROADC				28000 2					
PHYSICAL EDUCATION						20000 1			
HUMAN ECOLOGY (HOME ECONO						27500 2			
TEXTILES & CLOTHING						23500 2			
MERCHANDISING MANAGEMENT						24000 1			
LETTERS (incl. English)		29500 2		27000 1		30500 3		24000 1	22000 1
VISUAL & PERFORMING ARTS	25000 1					15280 2			18240 1
HUMANITIES - OTHER						25000 1	20000 1		
CRIMINAL JUSTICE						10800 1			
HISTORY				24000 1					
POLITICAL SCIENCE/GOVT	22700 1			28000 1		23667 6			
PSYCHOLOGY	20000 2	28500 1		26000 1		20148 5		18000 1	
SOCIOLOGY			24000 1	24000 3		39000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIAL SCIENCES-OTHER				28000 2		15840 1			
AEROSPACE & AERONAUTICAL							15600 1		
COMPUTER ENGINEERING	38000 1								
ELECTRICAL/ELECTRONIC	33000 2		14000 1			28800 1			
INDUSTRIAL ENGINEERING	30000 1					36000 1			
AGRIBUSINESS	14400 1		19200 1			28000 1			
ANIMAL SCIENCES					20000 1				
COMPUTER SCIENCE	26100 2					32200 2			
INFORMATION SCIENCES						28500 1			
MATHEMATICS	24000 1			38000 1		27500 1			

AVERAGE SALARY OFFERS BY CURRICULUM/EMPLOYER — SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
ACCOUNTING	27000 2		40000 1	28800 1	11733 1	24175 12	26380 28 36000/23038		31000 2
BUSINESS ADMINISTRATION	60000 1		23314 19	35000 2	26750 2	28946 4	28224 1	15215 3	50000 1
DISTRIBUTION MANAGEMENT						25200 1			
ECONOMICS & FINANCE			21500 4	41300 2					
HUMAN RESOURCES (incl. LA						25200 1			14400 1
MANAGEMENT INFO SYSTEMS				31500 2	36800 1				49800 2
MARKETING/MARKETING MANAG	25000 1	25920 1	21650 6	24000 2	27000 1	22000 1			
REAL ESTATE	29000 1								
COMMUNICATIONS			23319 8						18000 1
ELEMENTARY EDUCATION					21023 78 32240/13520		24000 1		
PHYSICAL EDUCATION					20810 4		24000 1		30000 1
SPECIAL EDUCATION					21837 12				
HUMAN ECOLOGY (HOME ECONO			21000 1						19200 1
FOREIGN LANGUAGES					23466 1				
LETTERS (incl. English)					19410 6				14400 1
VISUAL & PERFORMING ARTS			28875 2		21299 6				
HUMANITIES - OTHER			28875 1		24320 5	24000 1	24000 1		26000 1
CRIMINAL JUSTICE						22000 1	39500 2		
HISTORY	60000 1				23987 3	25000 1			
POLITICAL SCIENCE/GOVT		22000 1	22500 2		25500 2	30800 1		22900 1	
PSYCHOLOGY			23300 2		26733 3	22550 2			17000 1
SOCIOLOGY			21600 3						16320 1
SOCIAL SCIENCES-OTHER			19500 2		22000 1	25200 1	28000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BIOENGINEERING & BIOMEDIC								12000 1	
CIVIL ENGINEERING			32833 3	32533 3		30867 3	32527 12		
COMPUTER ENGINEERING		30000 1							
ELECTRICAL/ELECTRONIC				38268 4		28584 3	34515 4	48000 1	
ENIVRONMENTAL ENGINEERING							33624 1		
INDUSTRIAL ENGINEERING							30200 2		33000 1
MECHANICAL ENGINEERING		28800 2	36000 1	35735 9					24000 1
ENGINEERING TECHNOLOGY		32000 1	40000 1	34600 1	26000 1				35000 1
AGRIBUSINESS			23667 3				22000 1		
ANIMAL SCIENCES						26502 1		15000 1	
NATURAL RESOURCES						17670 2			
OTHER AGRICULTURAL SCIENC						22000 1	30000 1		
COMPUTER SCIENCE		39600 1	23700 2		30000 1	28500 1			27600 1
INFORMATION SCIENCES		18430 1							27671 1
ALLIED HEALTH									40096 10
HEALTH SCIENCES					19500 1				25200 1
NURSING								30817 9	
ARCHITECTURAL & ENVIRONME							28425 4		
BIOLOGICAL SCIENCES		23433 3				24000 1			
MATHEMATICS					21850 2		21600 1		
PHYSICS							21480 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SERVICE		OTHER NONPROFI		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATER		CHEMICALS, DRU	
ACCOUNTING	18000	1			21525	1			28140	5			28000	3	42000	1	33000	1
BUSINESS ADMINISTRATION									29866	8			22000	1	24300	4		
ECONOMICS & FINANCE									27000	1			21600	1	30000	1	32125	4
HUMAN RESOURCES (incl. LA			22500	1					43800	2								
MARKETING/MARKETING MANAG	14000	1					29000	1	11400	1			29100	1	33800	1	26848	5
COMMUNICATIONS					30000	1											26500	1
JOURNALISM							24000	1										
PHYSICAL EDUCATION							25000	1										
HUMANITIES - OTHER	15000	1															23800	1
CRIMINAL JUSTICE					18000	1												
HISTORY															36000	1		
POLITICAL SCIENCE/GOVT	12000	1					12000	1									38000	1
SOCIAL SCIENCES-OTHER			19300	1														
AEROSPACE & AERONAUTICAL									34873	6							17500	1
AGRICULTURAL ENGINEERING													34200	1				
BIOENGINEERING & BIOMEDIC									39000	1								
CHEMICAL ENGINEERING																	39539	5
CIVIL ENGINEERING							30420	1							25847	3		
COMPUTER ENGINEERING									34420	5	36000	1					39996	1
ELECTRICAL/ELECTRONIC							34000	1	36378	8					34000	1		
INDUSTRIAL ENGINEERING									35700	2			31200	1	36000	1		
MECHANICAL ENGINEERING									35435	11			42588	4	29665	1	40500	1
METALLURGICAL ENGINEERING							35000	1										

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
ENGINEERING TECHNOLOGY					15000 1		37740 1		
AGRIBUSINESS						27150 8			
ANIMAL SCIENCES				14400 1		28500 2			
PLANT SCIENCES						35000 2			
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE					32598 2		40000 1		44000 1
BIOLOGICAL SCIENCES									24500 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTERS & BU		ELECTRICAL & E		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM	
ACCOUNTING	26624	9	21630	4					30000	1							31000	3
BUSINESS ADMINISTRATION	27828	13	24000	1	25520	7	30400	3	14400	1			25000	1	21000	1		
ECONOMICS & FINANCE	25667	3	27268	3	24000	3	12000	1			23000	1						
HUMAN RESOURCES (incl. LA	21500	2	17292	1														
MANAGEMENT INFO SYSTEMS	34338	13	30878	9			35000	2										
MARKETING/MARKETING MANAG	22083	12	26700	3	27047	9	16800	1	25000	1					23500	2	29000	1
ADVERTISING			27840	1														
COMMUNICATIONS	18000	1			24000	2												
HUMANITIES - OTHER	14400	1																
POLITICAL SCIENCE/GOVT	25500	1			28000	1												
PSYCHOLOGY					22000	2												
SOCIOLOGY			30000	1			23700	1										
SOCIAL SCIENCES-OTHER							23700	1										
CHEMICAL ENGINEERING	36750	2					41750	2							33600	1	38373	3
CIVIL ENGINEERING																	36500	2
COMPUTER ENGINEERING	34780	5	38041	7											28800	1		
ELECTRICAL/ELECTRONIC	35446	13	34150 42000/28176	35													41800	1
INDUSTRIAL ENGINEERING	39009	3	35408	4			35500	1										
MECHANICAL ENGINEERING	36779	7	32881	14					35000	1					38350	2	36918	5
METALLURGICAL ENGINEERING	35000	2	36400	1					36000	1								
ENGINEERING TECHNOLOGY	36240	4	34350	4	26500	1			28000	1							38808	1
AGRIBUSINESS	28000	1																
ANIMAL SCIENCES					33500	2												

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
NATURAL RESOURCES								32712 3	
OTHER AGRICULTURAL SCIENC			25500 2						
COMPUTER SCIENCE	33885 28 44500/28000	28500 1							33500 1
COMPUTER PROGRAMMING	41967 3	40000 1							
ARCHITECTURAL & ENVIRONME			28000 1						
MATHEMATICS	32100 2								
PHYSICS		37008 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT	SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING				19200	1							26005	7
BUSINESS ADMINISTRATION	23760	2		25000	1	52000	1	15000	1	25550	2	21940	8
ECONOMICS & FINANCE				31500	2					30100	4	25119	5
HOTEL/RESTAURANT MGMT.								25500	1				
HUMAN RESOURCES (incl. LA								36000	1			16800	1
MANAGEMENT INFO SYSTEMS				34800	2								
MARKETING/MARKETING MANAG	25000	1		30000	1			17000	1	22594	7	24129	7
COMMUNICATIONS										22200	1	16800	2
PHYSICAL EDUCATION												24000	1
LETTERS (incl. English)	25672	1										25147	3
VISUAL & PERFORMING ARTS								18000	1	21750	2	10464	1
HUMANITIES - OTHER								24500	1				
POLITICAL SCIENCE/GOVT										26175	4	12000	1
PSYCHOLOGY	30000	1										17500	1
AGRICULTURAL ENGINEERING												36000	1
ARCHITECTURAL ENGINEERING								35000	1				
CIVIL ENGINEERING										12000	1		
COMPUTER ENGINEERING										30000	1	33000	1
ELECTRICAL/ELECTRONIC				36489	4					36949	6	28120	3
INDUSTRIAL ENGINEERING						28800	1			47850	1	34800	2
MECHANICAL ENGINEERING				37000	1			35000	1	36000	2	31463	6
METALLURGICAL ENGINEERING												34150	2
ENGINEERING TECHNOLOGY												29750	4

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
AGRIBUSINESS							22000 1
ANIMAL SCIENCES							14500 1
PLANT SCIENCES							18000 2
COMPUTER SCIENCE			33933 3			28992 1	31480 3
COMPUTER PROGRAMMING						25500 1	
INFORMATION SCIENCES							30000 1
ARCHITECTURAL & ENVIRONME					21120 1		
BIOLOGICAL SCIENCES			23500 2				30000 1
MATHEMATICS							20004 1
PHYSICS			36000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
BACHELOR - NON TECHNICAL	27799 180 39943/24000	25463 11		24715 38 32400/19200	34843 6	25388 17	25780 15	30897 29 41000/25800	27000 2
BACHELOR - TECHNICAL		20000 1	23080 8	28475 8		31440 9	33311 30 46000/28500	33211 44 45000/30000	32410 45 48000/28000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	25087 84 50000/20000	26027 11	25437 16	25768 41 35000/22800	30000 2	23654 170 39000/18000	22320 3	20400 3	24177 7
BACHELOR - TECHNICAL	28075 8		16600 2	38000 1	20000 1	30457 7	15600 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
BACHELOR - NON TECHNICAL	38000 6	23960 2	23303 51 40000/20000	32489 9	21655 126 45600/13520	25015 26 37500/21600	27025 35 41000/23038	17136 4	28225 13
BACHELOR - TECHNICAL		27548 9	29290 10	35699 17	23840 5	26225 12	30785 27 46249/22000	29363 12	35839 16

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
BACHELOR - NON TECHNICAL	14750 4	21150 2	23175 3	22500 4	29743 17		26117 6	29875 8	29542 13
BACHELOR - TECHNICAL				28455 4	34798 36 47832/31596	29300 14	39186 8	29534 6	35336 11

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
BACHELOR - NON TECHNICAL	27103 55 42000/18000	27194 23 37000/22700	25586 24 36000/24000	26378 9	23133 3	23000 1	25000 1	22667 3	30500 4
BACHELOR - TECHNICAL	35207 70 48000/28250	34453 68 48000/28176	28750 6	39667 3	33000 3			33891 7	37447 13

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25638 5		29543 7	52000 1	22667 6	25003 20 33600/18000	
BACHELOR - TECHNICAL			33432 11	28800 1	30373 3	33695 13	

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBLIC ACCOUNT	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SOFTW	CONSULTING SER	ENGINEERING /
MBA--NON-TECH	31750 2							41000 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SERVICES	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	34200 5								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SERVICE
MBA--NON-TECH									
MBA--TECH			35000 1	51250 2					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SERVICE	OTHER NONPROFI	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATER	CHEMICALS, DRU
MBA--NON-TECH									
MBA--TECH					30000 1				

CURRICULUM	COMPUTERS & BU	ELECTRICAL & E	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM
MBA--NON-TECH	35000 1		30000 1			32000 1			
MBA--TECH	48600 1								38220 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							34000 1
MBA--TECH							46000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
ACCOUNTING	27840 163 35000/24500	26678 107 45000/21924	23504 2	27067 3					22560 2
BUSINESS ADMINISTRATION	25000 1	29200 5	25000 1	17100 1				12000 1	25550 2
ECONOMICS & FINANCE	28213 4	27906 23 50000/23000	23400 6	26240 5	37000 2	35000 1		37333 3	27055 12
MARKETING/MARKETING MANAG	26000 2	25250 4		24000 1					24115 8
REAL ESTATE				19200 1					
COMMUNICATIONS		22250 2	21000 1						
HUMAN ECOLOGY (HOME ECONO			10920 1						
FOREIGN LANGUAGES					18000 1				
LETTERS (incl. English)		35000 1							
VISUAL & PERFORMING ARTS			25000 1						
POLITICAL SCIENCE/GOVT		22900 1							
PSYCHOLOGY		30000 1							
SOCIOLOGY		30000 1							19000 1
INDUSTRIAL ENGINEERING									36000 1
AGRIBUSINESS				24000 1					
ANIMAL SCIENCES									30000 1
COMPUTER SCIENCE	33000 1								26100 2
ARCHITECTURAL & ENVIRONME		28000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			24000 1						
BUSINESS ADMINISTRATION	30000 3	24000 1	25050 8				30000 1		
ECONOMICS & FINANCE	24856 9	26740 5	27097 6				29500 1	16000 1	
HUMAN RESOURCES (incl. LA			26100 1						
MARKETING/MARKETING MANAG	14400 1	20000 1		29000 1	12000 1		28000 1	22700 2	
COMMUNICATIONS		22000 2	26500 1					25000 1	
JOURNALISM			28000 1		24000 1	21500 2			
TELECOMMUNICATIONS/BROADC		26000 1	30000 1						
LETTERS (incl. English)		27000 1		22000 1					26496 2
VISUAL & PERFORMING ARTS				16235 3					
HISTORY		24000 1							
POLITICAL SCIENCE/GOVT			28000 1					12000 2	
PSYCHOLOGY		26000 1						25000 1	
SOCIOLOGY			26500 2						
SOCIAL SCIENCES-OTHER		28000 2							
CIVIL ENGINEERING								30420 1	
ENGINEERING TECHNOLOGY							29250 2		
AGRIBUSINESS	14400 1						24000 1		
PLANT SCIENCES							16000 1		
OTHER AGRICULTURAL SCIENC								30000 1	
HEALTH SCIENCES								25200 1	
MATHEMATICS	24000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
ACCOUNTING			31000 1				24500 3		25362 32 36000/22200
BUSINESS ADMINISTRATION		25848 22 36000/23460	27093 8	25750 2	28429 7	24918 9	25753 25 60000/18720	25350 2	26627 4
ECONOMICS & FINANCE		24750 2	24500 2		27500 1		24185 13	25750 2	
HOTEL/RESTAURANT MGMT.							24000 1		
HUMAN RESOURCES (incl. LA							17646 2		
MANAGEMENT INFO SYSTEMS							33600 1		
MARKETING/MARKETING MANAG	21900 5	27333 3	24600 3		23667 3		24739 57 41000/18000		22000 1
REAL ESTATE							29000 1		
ADVERTISING	22449 4		27840 1						
COMMUNICATIONS		24000 1	26000 1				21616 9		
JOURNALISM					24000 1		18200 1		
MERCHANDISING MANAGEMENT							24000 1		
LETTERS (incl. English)	18500 1		27000 1				28293 4		
VISUAL & PERFORMING ARTS							18015 4		
HUMANITIES - OTHER							14400 1		
CRIMINAL JUSTICE							10800 1		
HISTORY							60000 1		
POLITICAL SCIENCE/GOVT			27000 1	24000 2			26738 8		
PSYCHOLOGY							25000 2		
SOCIOLOGY				39000 1					
SOCIAL SCIENCES-OTHER							23920 2		
AEROSPACE & AERONAUTICAL							17500 1		
CHEMICAL ENGINEERING		41000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
COMPUTER ENGINEERING							37100 1		
ELECTRICAL/ELECTRONIC				14000 1			33000 4		
INDUSTRIAL ENGINEERING							30000 1		
MECHANICAL ENGINEERING							34000 2		
AGRIBUSINESS			31100 2		24500 2		26875 4		
ANIMAL SCIENCES							42000 1		
PLANT SCIENCES						30000 1			
OTHER AGRICULTURAL SCIENC					30000 1				
COMPUTER SCIENCE		24200 1							
COMPUTER PROGRAMMING			25500 1						
INFORMATION SCIENCES							28500 1		
ARCHITECTURAL & ENVIRONME								25200 1	
GEOLOGY & GEOLOGICAL SCI							24960 1		
MATHEMATICS							27500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMINISTRATION							24000 1		39664 2
MARKETING/MARKETING MANAG		14000 1							24000 1
HUMANITIES - OTHER			24000 1						23800 1
CRIMINAL JUSTICE		33667 3							
HISTORY			25000 1				36000 1		
POLITICAL SCIENCE/GOVT		28400 2							
PSYCHOLOGY									17500 1
ARCHITECTURAL ENGINEERING							29120 1		
CHEMICAL ENGINEERING						40000 1	42000 1		36000 1
CIVIL ENGINEERING			27600 1				30279 5	34127 3	
ELECTRICAL/ELECTRONIC							34046 7		33400 2
INDUSTRIAL ENGINEERING									36817 8
MECHANICAL ENGINEERING						30000 1	33731 8	20800 1	36255 9
METALLURGICAL ENGINEERING									36300 1
ENGINEERING TECHNOLOGY							26000 2		33600 4
ANIMAL SCIENCES		26502 1							
COMPUTER SCIENCE								33600 1	
ARCHITECTURAL & ENVIRONME					27125 4		23587 3		
BIOLOGICAL SCIENCES						23000 2			26000 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMINISTRATION			42000 1	30600 1					
MANAGEMENT INFO SYSTEMS	34750 4		41300 2						30420 2
MARKETING/MARKETING MANAG								33800 1	
HISTORY									23306 1
POLITICAL SCIENCE/GOVT					22000 1				
PSYCHOLOGY					21600 1				
SOCIAL SCIENCES-OTHER					24000 1				
AEROSPACE & AERONAUTICAL	27000 1				34902 2			36611 3	32604 1
AGRICULTURAL ENGINEERING		34200 1							
ARCHITECTURAL ENGINEERING								30200 3	30000 2
BIOENGINEERING & BIOMEDIC								39000 1	
CHEMICAL ENGINEERING					41500 1		37916 7		37500 1
CIVIL ENGINEERING	12000 1						22500 1	33120 11	33889 17
COMPUTER ENGINEERING			33050 14	36252 2				30000 1	38956 5
ELECTRICAL/ELECTRONIC	34800 1	45625 2	32324 5	37533 6	35004 1	34253 8		33152 5	34741 51 48000/28000
ENIVRONMENTAL ENGINEERING									33624 1
INDUSTRIAL ENGINEERING	28000 1							36000 1	34116 11
MECHANICAL ENGINEERING		35300 2	35500 2	35867 6	36840 5	41750 1	35250 2	37835 10	33585 36 45000/28500
METALLURGICAL ENGINEERING					35000 1		34600 4	40000 1	
ENGINEERING TECHNOLOGY				36000 1	34600 1	33500 2		35834 5	34548 5
ANIMAL SCIENCES						27000 1			
NATURAL RESOURCES							32712 3		
OTHER AGRICULTURAL SCIENC						24000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
COMPUTER SCIENCE	28500 1		35722 18	32500 4		29164 3		37440 1	37005 4
COMPUTER PROGRAMMING			37950 2						42000 1
INFORMATION SCIENCES	32000 2		18430 1						
BIOLOGICAL SCIENCES					24000 1				
MATHEMATICS	27224 2		28650 2						30000 1
PHYSICS								36000 1	37008 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	34750 2								
MANAGEMENT INFO SYSTEMS	54000 1								
PHYSICAL EDUCATION									24500 2
PSYCHOLOGY									17000 1
SOCIOLOGY	16320 1								
BIOENGINEERING & BIOMEDIC									12000 1
MECHANICAL ENGINEERING			24000 1						
ANIMAL SCIENCES									15000 1
ALLIED HEALTH	50000 1				38996 9				
NURSING				30817 9					
BIOLOGICAL SCIENCES									30000 1
MATHEMATICS									21600 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMINISTRATION	34750 2								
MANAGEMENT INFO SYSTEMS	54000 1								
PHYSICAL EDUCATION									24500 2
PSYCHOLOGY									17000 1
SOCIOLOGY	16320 1								
BIOENGINEERING & BIOMEDIC									12000 1
MECHANICAL ENGINEERING			24000 1						
ANIMAL SCIENCES									15000 1
ALLIED HEALTH	50000 1				38996 9				
NURSING				30817 9					
BIOLOGICAL SCIENCES									30000 1
MATHEMATICS									21600 1
PHYSICS									21480 1

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
ACCOUNTING						28000 1			
BUSINESS ADMINISTRATION	21500 1				29000 1	27667 3			
ECONOMICS & FINANCE					28000 1		32000 1		
HUMAN RESOURCES (incl. LA		14400 1					60000 1		
MANAGEMENT INFO SYSTEMS					32395 8	32504 25 37800/29000	30733 3		
MARKETING/MARKETING MANAG	14000 1				28000 2				
COMMUNICATIONS		30000 1							
HUMANITIES - OTHER	26484 1	24000 1	15000 1						
CRIMINAL JUSTICE				18000 1					
POLITICAL SCIENCE/GOVT			12000 1						
PSYCHOLOGY	23500 1	18000 1							
SOCIOLOGY					38000 1				
SOCIAL SCIENCES-OTHER	25200 1								
AEROSPACE & AERONAUTICAL					15600 1				
AGRICULTURAL ENGINEERING									36000 1
COMPUTER ENGINEERING					37665 3	37000 1	29746 2		
ELECTRICAL/ELECTRONIC					39800 2	32000 1	30000 1		
INDUSTRIAL ENGINEERING							30000 1		
MECHANICAL ENGINEERING							29125 2		
AGRIBUSINESS							40000 1		23000 2
ANIMAL SCIENCES									14633 3
PLANT SCIENCES									30000 2
NATURAL RESOURCES									17670 2

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
OTHER AGRICULTURAL SCIENC									22000 1
COMPUTER SCIENCE					32693 19	29580 5	33353 15		
COMPUTER PROGRAMMING					39000 3				
INFORMATION SCIENCES					28000 1	30000 1	27671 1		
MATHEMATICS					34200 1			29002 2	

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
ACCOUNTING		28000 1	35000 1	23780 6					11733 1
BUSINESS ADMINISTRATION		30752 2	23120 5	23676 86 37500/20000					32000 1
DISTRIBUTION MANAGEMENT				25200 1					
ECONOMICS & FINANCE		25633 3		25000 14	48000 1				
HOTEL/RESTAURANT MGMT.				22167 3					
HUMAN RESOURCES (incl. LA			26425 4	22900 9					
MANAGEMENT INFO SYSTEMS		32500 2							
MARKETING/MARKETING MANAG				23641 40 32400/18000					
REAL ESTATE		32000 1							
ADVERTISING				21996 1					
COMMUNICATIONS				22677 15					
ELEMENTARY EDUCATION									21061 79 32240/13520
PHYSICAL EDUCATION				20000 1					22873 6
SPECIAL EDUCATION									21837 12
HUMAN ECOLOGY (HOME ECONO				23800 4					
TEXTILES & CLOTHING				23500 2					
FOREIGN LANGUAGES									23466 1
LETTERS (incl. English)				25110 4					18695 7
VISUAL & PERFORMING ARTS				25917 3					21299 6
HUMANITIES - OTHER			23000 2	25594 4					24400 4
HISTORY									24327 2
POLITICAL SCIENCE/GOVT				24867 6					18000 1
PSYCHOLOGY			23720 2	21425 8					26733 3

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330 PART B - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
SOCIOLOGY				22500 5					
SOCIAL SCIENCES-OTHER				20900 3			19800 1		25000 2
AEROSPACE & AERONAUTICAL				19200 1					
ARCHITECTURAL ENGINEERING				35000 1					
CIVIL ENGINEERING		32000 1		30000 1					
ELECTRICAL/ELECTRONIC		30667 3							
INDUSTRIAL ENGINEERING		34389 9		34300 2					
MECHANICAL ENGINEERING		32667 3						27600 1	
METALLURGICAL ENGINEERING				36000 1					
ENGINEERING TECHNOLOGY		37000 2							20500 2
AGRIBUSINESS				23783 6					
ANIMAL SCIENCES				30000 2					
OTHER AGRICULTURAL SCIENC				27000 1					
COMPUTER SCIENCE		34667 3							
INFORMATION SCIENCES		33429 7							
HEALTH SCIENCES									19500 1
ARCHITECTURAL & ENVIRONME	22776 5			21120 1					
BIOLOGICAL SCIENCES							24000 1	23433 3	
GEOLOGY & GEOLOGICAL SCI								24000 1	
MATHEMATICS		30000 4			33500 1				21850 2
PHYSICS		30000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1993 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/92 THROUGH 8/13/93 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	INVESTMENT BAN	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27811 170 35000/24500	26936 145 50000/21750	22444 12	24791 11	30667 3	35000 1		31000 4	25312 25 35000/19000
BACHELOR - TECHNICAL	33000 1	28000 1		24000 1					29550 4

CURRICULUM	PORTFOLIO MANA	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	COMMUNICATIONS	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25238 13	25380 15	26299 22 32400/23000	19941 5	18000 2	21500 2	29167 3	19343 7	26496 2
BACHELOR - TECHNICAL	19200 2						24625 4	28540 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	GOV'T-EXECUTIV	GOV'T-FINANCE,
BACHELOR - NON TECHNICAL	21780 10	25863 28 36000/23460	26577 18	27700 5	26792 12	24918 9	24691 137 60000/18000	25550 4	25408 37 36000/22000
BACHELOR - TECHNICAL		32600 2	29233 3	14000 1	26333 3	30000 1	30298 17	25200 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		28633 6	24500 2				30000 2		28926 5
BACHELOR - TECHNICAL		26502 1	27600 1		27125 4	29000 4	31609 27 42000/24000	31356 5	35397 26 60000/28800

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	34750 4		41533 3	30600 1	22533 3			33800 1	
BACHELOR - TECHNICAL	27639 9	39210 5	33863 44 40000/28800	35732 19	35342 12	32579 16	34997 17	35034 43 47832/29000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	34955 4								
BACHELOR - TECHNICAL	50000 1		24000 1	30817 9	38996 9				

CURRICULUM	SOCIAL SERVICE	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTUR/NAT
BACHELOR - NON TECHNICAL	22137 5	21600 4	13500 2	18000 1	31551 13	31848 29 37800/25200	36840 5		
BACHELOR - TECHNICAL					33619 30 48000/27600	30863 8	32422 23 44000/28000	29002 2	22113 11

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESOURCE	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCH - NON	RESEARCH - TEC	TEACHING
BACHELOR - NON TECHNICAL		29267 9	24981 14	23595 215 37500/19000	48000 1		19800 1		21467 125 45600/13520
BACHELOR - TECHNICAL	22776 5	33136 33 42000/30000		27476 16	33500 1		24000 1	24380 5	20840 5